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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

February 1992 #111

Thousands Expected at Inauguration as Marble Palace Opens to Members

Members Take Union Into Their Hands

Thousands of Teamsters will make their way to Washington, D.C., on Feb. 1. Louisiana Avenue, in front of the Marble Palace and next to the Capitol grounds, will be blocked off, as the big crowd assembles for the inauguration of Ron Carey and the new General Executive Board (GEB) of the Teamsters union. Afterward they will all crowd into the IBT headquarters, most of them inside its doors for the first time in their lives. Our union headquarters will finally belong to the entire membership!

The first-ever elected IBT leadership will take the reins. The first-ever president who wasn't picked behind closed doors. The first-ever woman on the GEB. The first-ever Hispanic on the GEB. The first-ever rank

and file Teamsters on the GEB. And the members who made it happen will be there, enjoying the victory they brought about.

But the action is not limited to Washington—not by a long shot. The membership is coming alive, activated first by the grass-roots movement that brought this day about, and now by the prospect of a leadership at the top that encourages participation.

In several local unions from Seattle to Boston, from Wisconsin to Pennsylvania to Tennessee, members have swept out tired incumbents and elected reform slates. In large locals like statewide brewery and soft drink Local 896 in California, and in small locals like Mansfield, Ohio, Local 40, reformers have won office like never before.

In Nashville, Tenn., more than

350 Kroger warehouse workers and drivers have voted down a concessionary contract four times, the last time by 73%. Determined to turn the tide against a decade of concessions to that giant profitable corporation, they believe with a new leadership on top, the Teamsters' time to unite and fight is now.

Carhaulers did the same thing in their national contract vote, turning down a concessionary offer by 76%. Most of the national negotiating committee agreed with the members and recommended rejection. They have been without a new contract since last May, but prefer to stand up strong now.

In Northern California, Safeway warehouse workers and drivers from several locals came together in January to hear plans from their officers for a united fight to protect their jobs and contract, as the corporation opens a new warehouse with over 1,000 jobs.

In dozens of locals, members introduced bylaws changes to make their union stronger and more democratic. Such changes as a guaranteed right to elect stewards, the right of the membership to worksite lists and financial information, and democratically selected local

election committees have been introduced and will be voted upon.

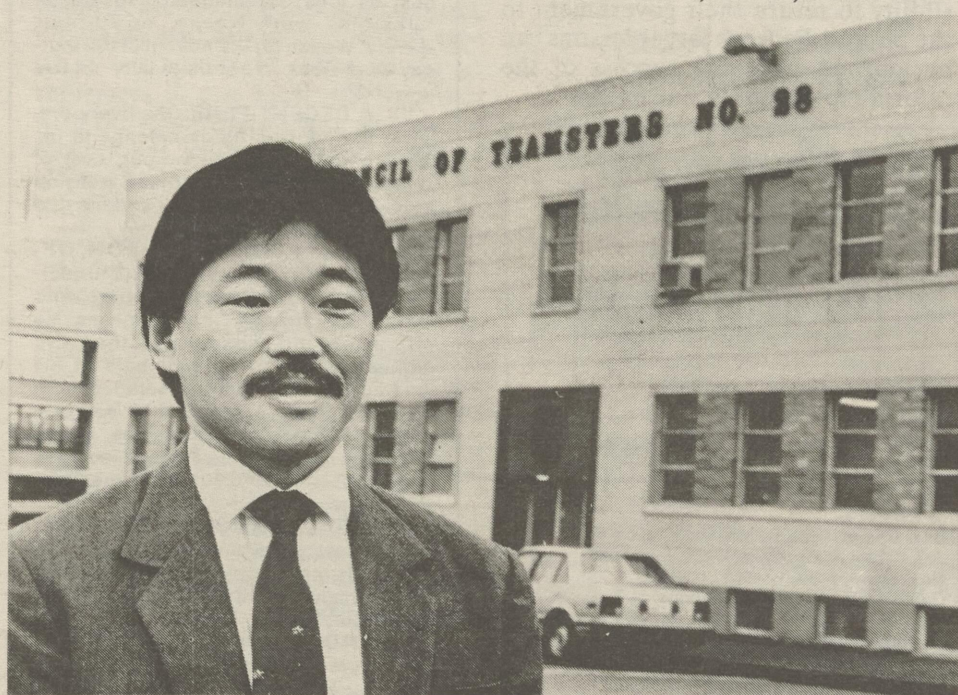
TDU meetings, rallies and victory parties have been big in dozens of cities, including new areas. Members are coming out to learn, to join TDU, and to effectively participate in the New Teamsters Union.

Only the Beginning

In a speech to hundreds of Teamsters in Boston in January, Ron Carey stated, "This is just the beginning. We won the battle but not the war." The war is to unify our union, to involve ourselves and our fellow members, and to turn our union and the whole labor movement around.

That war cannot be won by Carey or his staff. They can lead, they can open doors, they can initiate programs to build the union. And they will. But the rank and file need to join in, forge a partnership, and take ownership of our own union.

The membership action and the spirit of unity we are seeing have to grow. Our job is to make that happen, starting in our shops, our locals, our contracts—our union. TDU is dedicated to that job and we invite all Teamsters to join with us in making history.



"It'll never be the same old Teamsters," says Bob Hasegawa, the newly elected secretary-treasurer of Seattle Local 174. "The job is not finished with the elections. It's just begun." (See page 3.)

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

UNION SOLIDARITY

Carey Supports Las Vegas Strike, Calls for Passage of S. 55

Strikers Shut Down Vegas Strip

Speaking at a news conference in Los Angeles on Jan. 16, Ron Carey called for the passage of pending federal legislation (S. 55 and H.R. 5) that would outlaw the permanent replacement of striking workers by their employers. Carey also offered support to nearly 550 Las Vegas hotel workers who have been on strike since September 1991, and who marched hundreds of miles from Las Vegas to L.A. to dramatize the need to protect the right of American workers to strike.

"It's a fight for working people to get a fair shake," Carey said. "We look throughout this country and see this technique (permanent replacement) and it's unfair. How else do working people fight to get a better life?"

The Las Vegas workers are members of five different unions, including Teamsters Local 995. The strike against their employer, Frontier Hotel and Casino, was provoked by management's decision to unilaterally terminate contributions to the union pension plan, replace the union health plan with one requiring monthly employee copayments, and a freeze in wages as of February 1990.

Three months into the strike, the NLRB found Frontier guilty of committing unfair labor practices (ULPs), including the unilateral termination of the workers' pension, and illegal

Happy Birthday, Victor Reuther

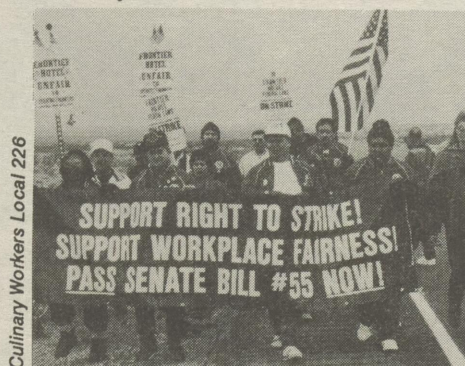
A reception will be held on Feb. 13 in Washington, D.C., to celebrate the 80th birthday of a "dean of the labor movement," Victor Reuther. One of the founders of the UAW, he played a key role in the 1937 sitdown strike in Flint, Mich., that forced GM to recognize the union. He later was the union's national director of education and of international affairs. Victor has been a loyal supporter of TDU and called the Carey victory the most important event for U.S. labor since the 1930s. He is active in the New Directions Movement in the UAW.

intimidation and discipline of employees suspected of union activity.

The Frontier strike has won overwhelming support from the Las Vegas labor movement. On Dec. 5, 10,000 union members from virtually every trade and sector closed down the Las Vegas Strip in a two-mile march.

At his news conference in L.A. supporting the strikers, Carey repeated the age-old union credo, whose rebirth in the Teamsters union can breathe new life into the labor movement as a whole: "Every dispute—whether it's the AFL-CIO, the Mine Workers, the Mechanics—every labor

fight, the Teamsters union will be leading the charge. An injustice to one is an injustice to all."



Culinary Workers Local 226

Time for the New Sitdowns?

The labor movement is preparing for an uphill battle in the Senate for adoption of S. 55, the "anti-scab bill." The bill passed the House of Representatives last year.

In a Jan. 10 letter in response to a Teamster, third-term Republican Senator David Durenberger of Minnesota reveals his anti-labor position. Beneath his "reasoning" is his solid support for the use of scabs to bust unions and steal union members' jobs.

"Management understands that a strike leads to lost productivity, lost market share, and perhaps even bankruptcy," writes Durenberger. "On the other hand, labor understands that a strike carries the possibility of workers being permanently replaced. These dire consequences for both sides provide an incentive for the peaceful settlement of labor contracts. The Strike Replacement bill risks upsetting this balance."

Durenberger rejects the argument that companies are engaging in "so-called 'surface bargaining,' in order to provoke a strike. ... this conduct is illegal ... and workers who fall victim to that atrocious behavior are entitled under current law to reinstatement plus full back pay. If there is any evidence that the National Labor Relations Board is not doing its job, then I believe we should focus on that

problem. ..."

Mobilization of unionists and our communities, like the Aug. 31 Solidarity Day march in Washington, D.C., are part of what's needed to turn the heat up under anti-labor politicians. The strategic use of labor PAC money and public education are others. But as one Teamster told *Convoy Dispatch*, "We can't all go to Washington to make our point that Americans are suffering."

At a Jan. 19 public forum sponsored by TDU in Minneapolis, one speaker called for stepped-up grass-roots activity. "I think what we should do is form a group of unionists ... Teamsters ... and go down to the Plymouth Building and sit down in Dave Durenberger's office, and sit there until the cops come ... and maybe some after that."

Local 638 member Rick Sather's comments were not made out of frustration, but out of a growing recognition that working and poor Americans must take more responsibility to return their government to the people. Perhaps larger lessons can be learned from the success of the reform movement in our union.

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
J.C. Thomas, Memphis, Tenn., Local 667

Organizer:

Ken Paff, Detroit

Trustees:

Jackie Jenkins, Memphis, Tenn., Local 891
Patricia McIntosh, Chicago Local 743
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Joe Fahey, Watsonville, Calif., Local 921
Neal Henderson, Boston Local 25
Debra McBride-Smith, Charlotte, N.C., Local 71
Big John McClain, Houston, Texas, Local 988
Michael Ruscigno, New York Local 138
Rick Sather, Minneapolis Local 638
Rick Smith, Atlanta Local 728
Candy Workman, Sacramento, Calif., Local 150 spouse

Alternates:

David Dethrow, St. Louis Local 688
Dave Kapitula, Wilkes-Barre, Pa., Local 401
J. Anthony Smith, Washington, D.C., Local 639

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How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (415) 658-7159.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

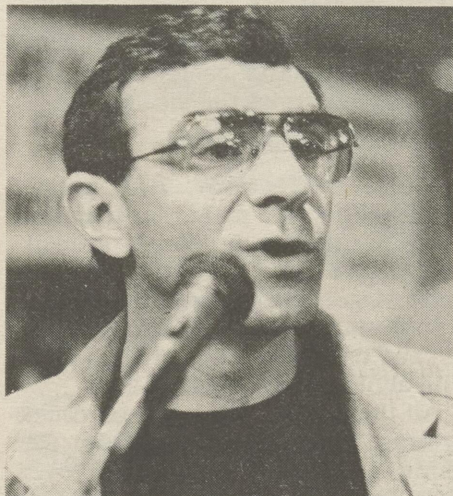
X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Proud to Be in the New Teamsters Union

Bill Urman
Central Conference VP
Minneapolis

1991 was a truly historic year for Teamsters. From delegate elections in local unions to the convention in Orlando, and culminating in the first-ever general election—the past year has been remarkable. The process of reforming our union has begun. It was overdue and the membership clearly indicated so with their Right to Vote.

When I was asked to join the Ron Carey Slate, the prospect of being a



Bill Urman

vice president was intimidating. Contrary to conventional wisdom, many of us felt that Ron Carey had a legitimate chance to win. I struggled with the decision to become a candidate and accepted the offer with the hope that I could contribute to help elect Carey. Throughout the campaign, I came to fully understand what the Carey message is. The fundamental, guiding principle of union leadership is simply to remember that the union belongs to the membership. The rank and file are the union. The leadership of the New Teamsters Union will not forget the rank and file.

What's Ahead for IBT?

What does the New Teamsters Union mean? What will it do? Soon (Feb. 1) the new General President and Executive Board will be formally installed into office. We will take immediate action to demonstrate that there is a new union. The financial priorities will be different, we will actively investigate corruption, the very structure of power within the union will be examined and changed.

The New Teamsters Union will take a much more active role in addressing the social and economic issues that threaten to destroy the middle class of America. Proponents of trickle-down,

supply-side economics are not our friends and will not receive endorsements from us.

The challenges we face are great. In many ways our union movement is at the crossroads, our very existence

Our tradition and heritage is rich with union activism. Ron Carey's campaign has rekindled that spirit. Because that spirit is renewed, the job of reform in the state of Minnesota is already underway and will continue.

The agenda we face is indeed a full one. The task of moving forward, overcoming the problems and re-establishing effective unionism will no doubt test our character.

threatened. We take office faced with a membership apathetic after years of neglect and whose numbers have dangerously declined. Our union must work hard to regain political influence and the public's respect.

The agenda we face is indeed a full one. The task of moving forward, overcoming the problems and re-establishing effective unionism will no doubt test our character. I can assure you that your new leadership will not be intimidated. Your trust and confidence in us will not be violated. Your leadership has the courage, determination and commitment to reform your union and once again continue the struggle for working people and economic and social justice.

We are more fortunate than others here in my home state of Minnesota.

My comments here would not be complete without mentioning Teamsters for a Democratic Union, which has fought the fight for reform for many years. Former Teamster President Jackie Presser declared that TDU was dead in 1986. Goons were sent to break up meetings, TDUs have been beaten and threatened. But TDU survived because its cause was just and TDUs had courage and conviction, traits which unfortunately seem to be in short supply in our society today. The election of Ron Carey would not have been possible if it weren't for TDU.

The combination of rank and file solidarity and Ron Carey's leadership ensures that we will transform our union and make members say, "I'm proud to be a Teamster!"

Reformers Win Additional Locals

PROUD Teamsters Slate Wins in Seattle

In December the 6,300 members of Seattle Local 174 scored a double victory. Not only did they contribute to the Ron Carey victory by voting by a 5-1 margin for Carey, but they elected the entire PROUD Teamsters Reform Slate to their local executive board. The new secretary-treasurer is Bob Hasegawa, a member of TDU since 1977.

"It'll never be the same old Teamsters," Hasegawa commented. "If Carey had not won, I'm not sure what we would be able to do as reformers in one local. But together with the membership, and with an International leadership that wants to work with locals and the members, we think we can turn this union around."

"It won't be easy or fast. I'm not making change just for the sake of change. We're setting priorities consistent with our platform. There's an electricity in the local, an excitement at the barns. But also there is some anxiety out there, especially after we made a few personnel changes with BAs. We're starting to make some tough decisions already."

At the Evergreen TDU Chapter meeting on Jan. 25 in Seattle, the atmosphere was one of exhilaration, reported Connie McArthur, a TDU activist who is the new recording secretary of Local 174.

"There's a sense of the job not being done yet, and a willingness to finish the task," said McArthur. "There's a tremendous satisfaction in what has been accomplished. At the same time there's a real clear appreciation of the

job to be done ahead."

These are Teamster activists who played a crucial part in the overwhelming victory of the Ron Carey Slate in the state of Washington. The Carey slate won in 17 of the 20 locals in Washington. "TDU needs to develop more and more leaders at the grass-roots level," Hasegawa suggested. "The job is not finished with the elections. It's just begun."

Victory in Statewide California Local 896

A vigorous campaign for reform leadership in Local 896 ended victoriously when Chris Schweitzer and four members of her slate were elected by a strong majority. Local 896 represents nearly 3,500 brewery and soft drink workers in both southern and northern California. The local has offices in Los Angeles and Oakland.

"We are thrilled to have the opportunity to represent the 896 membership," said Chris Schweitzer, the new principal officer. "With the International election of the Ron Carey Slate, we look forward to working together to establish programs and policies which will significantly benefit the membership."

The new executive board is now composed of reform-minded rank and filers with strong representation from women and minorities. Their campaign emphasized expanded education and training of the membership.

The local's January general membership meeting in southern Califor-

nia was attended by 400 enthusiastic members, to celebrate the victory and get down to business. They discussed the best ways to support S. 55, the bill that would prohibit the permanent replacement of strikers. They also began work on changing their local bylaws.

"I have great confidence in this new executive board," Schweitzer told *Convoy Dispatch*, "and in our ability to work with the membership, to strengthen our union, to preserve and expand what we have, and to begin organizing the unorganized workers in our industry."

New Knoxville Board Works to Involve Members

A new slate of officers was elected to run Local 519 in Knoxville, Tenn. Five of the seven new local executive board members are TDUs. Since taking office, the local has wrapped up organizing some 135 new members at USCO, a distribution center for General Electric and has initiated another organizing campaign of about 80 manufacturing workers at Ameriflo.

Two part-time BAs have been hired to service the UPS members who work in Chattanooga, over 150 miles away from the local union hall. In order to make the local more responsive to the membership, and to involve more members in decision-making, principal officer Randall Copeland has proposed an innovative idea. Copeland has formed a local advisory committee, made up of two rank and

file representatives from every shop in the local, to review the local's operations, and make suggestions for changes. That committee will act in an oversight capacity to make sure the local keeps on track.

Mike Smith, the local's new secretary-treasurer, said, "The new local administration is trying to put honesty and integrity back in the union vocabulary, and with the membership's help, we will succeed."

Reformers Win in Wisconsin Local 344

The six new executive board members of Local 344 in Milwaukee were installed on Jan. 1 and have immediately begun to implement changes to make their local more accessible and responsive to the membership. (Principal officer Ron Strzelecki retained his office; the reform slate did not contest his position.)

At January's general membership meeting, proposals were submitted for amendments to the local bylaws. Mike Brannan, the newly elected president, has called a special meeting to allow the membership to vote on changing the general membership meeting time and day. The current Tuesday night meetings make it impossible for many of the local members to attend.

The local executive board also named VP Steve Baudo as the editor of the local newsletter, which will appear on a regular basis. The new ex-

continued on page 5

An Opportunity for All Teamsters

What Can the New IBT Leadership Do?

With the election of the Ron Carey Slate, thousands of Teamsters are asking the question, "What will happen now?" Some are eager to get involved in building the Teamsters union strong. Others are expecting overnight miracles. Many of us have heard the Teamster who says, "Now that Ron Carey is in office, will he take care of my grievance, will he fire my BA, will he double my pension? ..." Carey cannot take care of the individual problems of 1.55 million Teamsters. Even if he could, that wouldn't be what we want anyway.

The lesson from the election victory is not that getting the right people in office will solve everything for us. The lesson is that when enough people get together and work hard toward a common goal, it can be done. And not only did we win the election, we saw thousands of rank and file members learn new skills, develop new confidence, take on new challenges, and become leaders themselves. This same formula can be used to rebuild our union.

We can, and we should, have high expectations of the new General Executive Board (GEB), but let's make sure they are the right ones. We shouldn't expect Ron Carey to win every grievance for us; we should expect him to make the changes needed, and give us the education, to allow us to win our grievances. We shouldn't expect Ron Carey to fire our BAs (if that's what's needed); we should expect him to create an environment of fairness where we can run for local union office, and fire a nonfunctional BA ourselves. We shouldn't expect Ron Carey to take on the employers and win spectacular contract settlements all by himself; we should expect him to provide the leadership and resources to allow us to take on the employers together, by promoting the solidarity we will need to win.

With this understanding of our role in the changes to come, it is useful for all Teamsters to understand some basics of the structure and constitution of our union, and the role of the IBT leadership within that structure.

A 4-Level Union

The IBT has four levels within its structure: the local union, the joint council, the area conference (which is primarily an administrative unit of the International) and the International. There are other structures, such as state conferences, in some areas, but these function primarily in state and local political matters.

The highest level is the International union, and the International Constitution takes precedence in the case of any conflict with local union bylaws, or the bylaws of other subordinate bodies. The IBT Constitution provides that the every-five-year convention is the highest authority of the International, then the GEB, then the General President.

The International should have become increasingly important in the life of our union, as mom-and-pop

companies gave way to national and transnational corporations. The International is where solutions and approaches to big problems can be formulated and coordinated.

The International can sanction strikes and pay strike benefits; establish an organizing department, launch organizing drives and aid locals in organizing; establish trade divisions (warehousing, industrial, freight, etc.) and coordinate activities within them; provide for communications, publications, and education departments, and programs for members and locals; promote solidarity with other unions and the community; establish political, legal, and legislative goals and programs, especially on a national level; bargain national contracts; settle internal disputes and charges appealed to it, and more.

It is in these areas that Carey and the new IBT leadership will primarily operate. But note that the International does not control many other areas, especially within local unions, local bargaining, local grievance procedures, etc. And the area conferences, joint councils, and many local unions are largely in the hands of old-guard officials.

The five area conferences (Canadian, Eastern, Central, Southern and Western) have functioned primarily to carry out the International's work in the various regions. The General President, with the approval of the GEB, may appoint an area director for each area. However, certain officials in powerful or high-paid positions within the various U.S. conferences may now want to become more independent of the International, and operate their little kingdoms.

There are 43 joint councils, each of which includes at least three local unions and covers a metropolitan area, a state or province, or multi-state area. The joint councils are made up of the officials from the local unions involved. They settle jurisdictional issues between locals, settle internal charges and election challenges, recommend authorization for strikes (all of these are subject to appeal to the International), and can help coordinate the activities of locals in bargaining, organizing, etc. In practice, these responsibilities have often been used as weapons against dissidents. Joint councils will become more responsive to the needs of the membership when local officers in the area do so.

Each joint council has an executive board chosen by the officers of the locals within it. The newly elected IBT officers do not automatically sit on these boards.

And last, but far from least, there are about 620 local unions. These are the most important unit in the life of our union. They are closest to the members and allow for direct input by the members. They bargain most contracts in our union—we have far more members under local contracts than under regional or national contracts.

They administer those contracts, including handling grievances. And they do organizing and many other union functions. Of course, how well they perform these functions varies quite a bit within the union; but all TDU members and all Teamsters should be determined to help make sure their local does the best work possible.

Obviously this is a brief and very simplified look at our union structure. There are many overlapping areas of responsibility. There are many areas of functioning in the past that may change in the future. But this picture does remind us that electing the Ron Carey Slate to guide the International is only part of the job of reforming the union. Much depends on what we do, in our locals, our contract struggles, and to unite together for effective action.

There are certain areas where members are asking questions for which general answers can be given. Here are a few such areas.

Contracts and Grievance Procedures

National contracts such as freight, UPS, Signal, carhaul and Anheuser-Busch are bargained by the International. The General President can appoint the bargaining committees. Most of these were settled most recently in 1990 or 1991, but the carhaul contract has not been settled and is still open (see page 10).

Union chairmen for the top levels of grievance panels are also subject to the control of the General President and the IBT heads of the freight division, small package division, etc.

New leaders at the International level can begin to aggressively address

problems in the freight, parcel and other fields covered by these agreements. Of necessity, their leadership will take the form of guidelines on the most important issues—not on individual grievances.

There are some agreements bargained at the regional level, for example tankhaul agreements. But most Teamsters are under local contracts, bargained by one local, or in some cases, by several locals in one city or area working together.

At the local contract level, the International can provide backup to local unions where possible and practical, but local autonomy within our union leaves the basic bargaining responsibility with the locals.

Pension Funds

There are about 200 multi-employer pension plans that Teamster locals participate in. Many are small, and involve just one local. A few are quite large. The Central States Pension Fund and the Western Conference Trust are each enormous, each with about \$10 billion in assets.

All the pension funds are governed by trustees who are half from the union, and half from the employer side. For example, in the Central States, there are four employer trustees and four union trustees (who are presently Jerry Cook, Robert Sansone, Harold Leu and Marion Winstead). Although these union trustees were defeated for IBT office by the members (Winstead retired), they did not automatically stop being trustees of the fund. What happens in

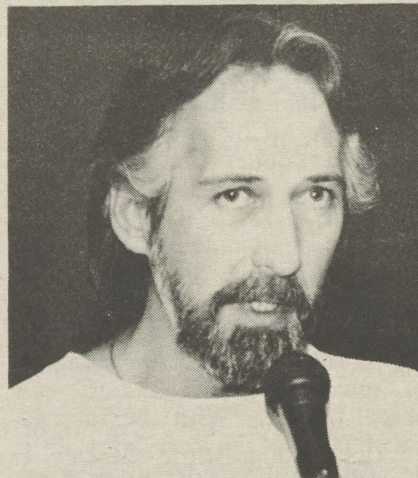
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A Night for Solidarity in Boston

Dennis Nagle

Recently elected business agent
Boston Local 25

Boston Teamsters on Jan. 18 got a glimpse of what the new Teamsters union is all about. It was a fund-raising



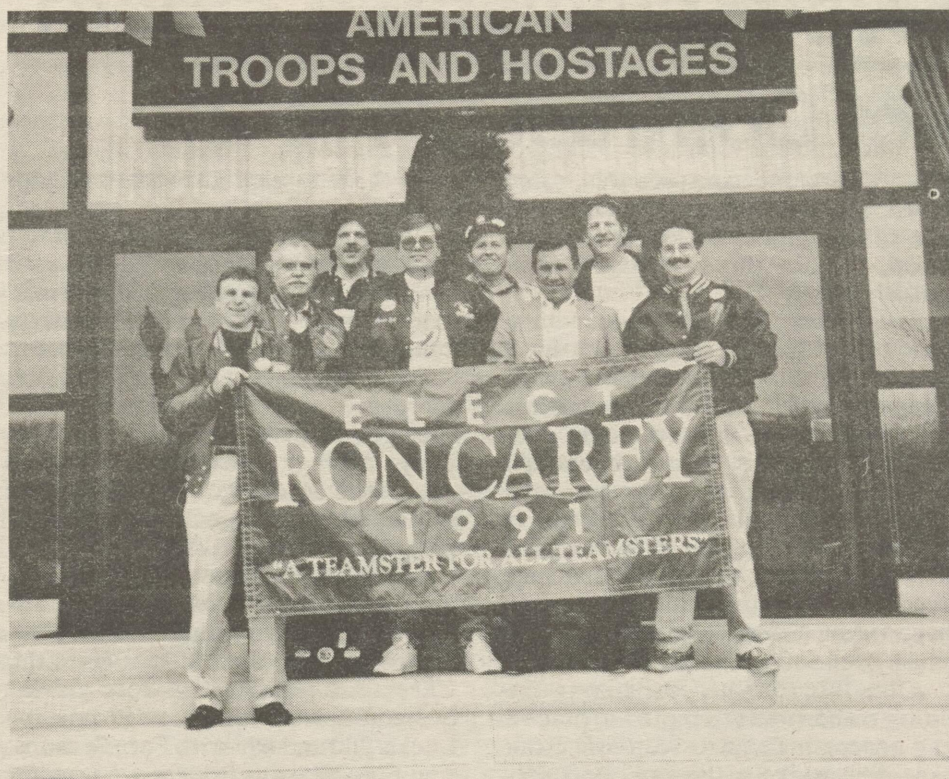
Dennis Nagle

banquet to pay off the debt of our New England Committee to Elect Ron Carey, and it was a smashing success. Nearly 600 Teamsters and family members attended, from all over New England. Most were the rank and file Teamsters who made this campaign a success. But we also had dozens of officers from the area. It was my

privilege to be the emcee on the historic occasion. We had the distinct honor of hearing from General President-elect Ron Carey. And we heard from George Cashman, the new president of Local 25, TDU organizer Ken Paff, outgoing General President William McCarthy, and our new VP from New England, Tom Gilmartin of Hartford. We also heard from Boston Mayor Raymond Flynn and a sister from the UAW. People just couldn't get over the unity and solidarity that was in evidence. When you see William J. McCarthy applauding a unity speech by Ken Paff, you know we've come a long way.

We accomplished our fund-raising goal as well. We paid off our debts here in New England, including our phone-banking bills, and also were able to send \$2,300 to help the national Carey campaign retire its debt.

But now we cannot sit back and say it's over, we won. It's like Ron Carey said in Boston, "This is just the beginning, we won the battle but not the war." Carey is the leader we need to pull us all together and solidify our union. Thank God for TDU, for Ron Carey, and for the International Brotherhood and Sisterhood of Teamsters.



A group of happy Teamsters assembled on the steps of the Marble Palace during the vote count on Dec. 12, as it became evident that the entire Ron Carey Slate would sweep the election. The group includes two Southern Conference VPs: Aaron Belk of Memphis (center-left wearing glasses) and Doug Mims of Atlanta (next to Belk in white shirt and sport coat).

Reformers Winning Local Elections

continued from page 3

executive board has encountered resistance to their proposals to move the local in a positive direction. The appointed BAs, for instance, are attempting to organize their own BAs union, though they are all members of the Teamsters. Most of the BAs currently receive more than \$70,000 in compensation per year.

UPS, the local's largest employer, is also throwing up obstacles by attempting to prevent the new executive board from attending grievance hearings and visiting worksites.

"Although we're facing obstacles, we've been working with members of

the newly elected Carey slate, who have been assisting us," said Baudo. "When obstacles come up, we plan on taking the issues to the membership and asking for their input and support. We are definitely moving forward with our program of getting the membership more involved in Local 344."

Congratulations to the many reformers who ran and won, and those who fell short as well. A few locals where Carey supporters swept into office include Boston Local 25; Allentown, Pa., Local 773; Mansfield, Ohio, Local 40; Hartford, Conn., Local 671. And in many other locals reformers won seats on executive boards.

What the New Executive Board Can Do

continued from page 4

the future with the trustee situation remains to be seen. They were appointed by the conference top officials.

Certain officials who actively opposed Carey are encouraging false expectations by the members on pensions. For example, the Tampa Local 79 News stated in its January edition that because of Carey's campaign platform "there are sure to be changes in the pension and health and welfare benefits. For this reason, President (Bob) Cummins is sending me to Central States in February to find out how and when these changes will affect us."

We may see more of this from some officials, to try to blame every problem on Carey or lead members to expect miracles. It would be ridiculous to expect problems that took a generation to build to be solved overnight.

Multiple Salaries, Wasted Resources

The Carey slate platform includes opposition to multiple salaries and multiple pensions for union officers.

Since the election, the newly elected GEB members on that slate have stated publicly that they will not accept multiple salaries, but only take their \$75,000 VP salary. Those who head locals, for example, will give up their local union salary. Carey himself declared at his victory press conference that he will voluntarily lower his own president's salary by \$50,000, down to \$175,000.

The International leaders also have the power to refuse appointed IBT positions that are in fact multiple salaries, as many are at present. They do not, however, have the power to eliminate all multiple salaries, just those by the International. Thus Mike Riley of Los Angeles can receive salaries at present from Local 986, from Joint Council 42 and from the Western Conference (see article this page). Eliminating this kind of arrangement can be done by members at the local level, in elections, and/or by further reforms at the next IBT Convention in 1996.

There are also multiple pension plans for officials and employees of

Durham Protest Denied

Teamster Election Certified

Court-appointed Election Officer Michael Holland on Jan. 22 officially certified the results of the IBT election, and declared the 16 members of the Ron Carey Slate elected to the General Executive Board for a five-year term. Also certified were three other vice presidents: John Morris in the Eastern Conference, who ran on the Shea slate, and Charles Thibault and Louis Lacroix of Canada, who were on the Durham slate and unopposed in the election.

The certification was the final step

of the long journey of the first-ever Teamster membership election. It also ended the post-election protest filed by R.V. Durham, in which he charged that Carey campaigned on union time, that TDU gave Carey employer funds (!), and a few other familiar charges. Holland dismissed them entirely on Jan. 10, after an investigation. He issued a 51-page decision on that date, and Durham did not appeal it. The Durham slate had filed the protest on the last possible date, 15 days after the ballot count was completed.

L.A.'s Mike Riley Highest Paid Teamster

Although he was defeated in the December IBT election as an incumbent International vice president for the Western Conference, recent maneuvers have apparently moved Mike Riley into the spot as Highest Paid Teamster Official. He managed this by getting appointed chairman of the the Western Conference Policy Committee within days of his election loss, and having his salary set at \$175,000 for this brand new post. This exorbitant multiple pay was approved by the members of the policy committee.

So, although he lost the election and his salary from the International, Riley is now pulling down over \$336,000 per year from three salaries (Los Angeles Local 986, Joint Council 42, and the newly-created salary). His various expense accounts, allowances, and multiple pensions are on top of this base figure.

The move by Riley and his friends on the policy committee comes at a time when the members have spoken loud and clear on the issue of multiple salaries and bloated pay for union officers. They did so by electing the entire Ron Carey Slate on a platform of strong opposition to this practice.

Previous high-rollers among the top

officials have included Arnie Weinmeister whose salaries topped \$500,000, and Dan Ligurotis, whose salaries topped \$400,000. However, Weinmeister dropped out of the race and retired from some of his positions, and is expected to retire from all of them within a few months. Ligurotis was defeated in the IBT election and his local and joint council positions put him somewhat below Riley's \$336,000 figure.

R.V. Durham claims he was the reformer who lowered officer salaries at the IBT Convention (to \$225,000, with annual COLAs tied directly to inflation). His amendment did not eliminate multiple salaries and it included a loophole big enough to drive a truck through. If you're not an International official there is no ceiling whatsoever. Riley is driving his money truck right through that loophole.

**ATTEND YOUR
LOCAL UNION
MEETINGS!**

union affiliates, three of which are funded by the International. (The Affiliates Plan, the Retirement and Family Protection Plan, and the Equity Plan). Eliminating such plans cannot be done immediately, as many participants have vested rights under ERISA. Any move to phase out such plans would take time, although a start can be made immediately.

There is much other waste, such as the private jets, which can be eliminated. All of this will be important to the new leadership, as part of bringing the union back to the members and also saving funds that can help support positive union programs.

A New Direction

Teamster members can expect good, honest, hard-working leadership from the new International officers. Leadership does not mean solving every member's individual grievance or problem. It means setting goals, standards and putting new programs in motion to meet them.

Leadership on national contracts means setting goals the members ac-

cept, getting their feedback, honestly communicating with the members, and strongly enforcing the contract.

Leadership means standing by the best in union principles of solidarity. Ron Carey already, before taking office, has gone into the field to start putting the Teamsters on the front lines of labor battles.

Leadership means an honest respect for the views and concerns of members, which are often diverse. It means giving the members truthful information so decisions can be made in an informed way.

Members Must Be Involved

And leadership means finding the ways to involve the members, in bargaining, in solidarity campaigns, in organizing drives, in corporate campaigns, in guiding our union's future and in building it strong. That kind of leadership demands a lot from those at the top, and it also demands a lot of the membership. It builds the union as a partnership, and it can put the Teamsters on a course for progress into the next century.

FREIGHT NEWS

Fore Seasons Workers Reject Contract, 74 to 3

You thought that Master Freight negotiations ended last April, right? Well, 100 workers at Fore Seasons, a subsidiary of Foreway Express, are still working under an extension of the previous NMFA, and are engaged in a major fight to win a fair contract.

Wisconsin

These Teamsters, who are members of Wisconsin locals 200 and 695, fall under the Central States Area Iron and Steel and Truckload Supplement, and an additional company addendum. The drivers earn much less than their NMFA counterparts, receiving 26.75 cents per mile for vans, 29.5 cents per mile for pups and \$11.70 per hour. They are also forced to work for free for several hours a week since they receive no pay for dropping and hooking vans, for loading and unloading truckload freight, or waiting for a load.

In addition, their work is being slowly taken away as the company eliminates their runs, transfers it to Foreway Express, and gives the drivers no right to follow their work.

Yellow Freight

Carey Activist Wins Reinstatement, Back Pay After Long Fight

Doug Frechin
Local 174, Yellow Freight
Seattle

In winning this election, thousands of rank and file Teamsters stood up to the old-guard officials in our union to campaign against them and take back our union. In doing so, we also had to fight off the interference of powerful corporations—our employers—who wanted to limit our opportunities to tell other Teamsters about the election and our reform candidates.

I was fired from the Everett, Wash., Yellow Freight terminal on March 25, 1991, for passing out Ron Carey campaign literature in a customer's Teamster lunchroom while on my coffee break. Yellow called this "abuse of company time," and transporting union literature in Yellow's equipment.

The previous month, I had received a warning letter for these same offenses, at the same place. Frank Zitnik, the terminal manager, heard about both of these visits from a fellow Teamster "Brother" at Kiewit Construction in Woodinville, Wash.

At the investigation meeting leading to the first letter, Zitnik stated, "From the time you punch in, till the time you punch out, you are to fly Yellow Freight colors." I asked, what if I'm on a coffee break, can I pass out union literature then? When he said no, I knew he was violating my legal rights under the Election Rules.

I stopped at Kiewit Construction again on March 19 during my p.m. break. I left some flyers on the lunchroom table for an upcoming

The Fore Seasons drivers are fighting back against the company, often in spite of their local union officials. Recently they rejected a contract offer by a vote of 74 to 3. Among other lowlights, the offer still left Fore Seasons drivers 22% below NMFA rates, would have forced them to drop all grievances over their lost runs, did nothing about the problem of free time, and included no retroactive pay back to April 1, 1991.

The Fore Seasons drivers began their fight nearly a year ago, when 90% of them signed a petition and sent it to local and International union officials, demanding to be brought under the standard NMFA. They also demanded a rank-and-file elected bargaining committee. The drivers followed up with a letter-writing campaign. After being told that the stewards were automatically the rank and file representatives on the bargaining committee, a majority signed petitions calling for a new election of shop stewards.

This early and persistent organizing laid the groundwork for the massive "No" vote on the recent contract

offer. Once the contract was voted down, the local union officers invited one of the rank and file leaders, Neil Czap, to join the bargaining committee.

As of press time, the company and union negotiating committees have met once since the rejection vote, with Czap sitting in. The union committee proposed minor improvements over the first offer, but not nearly enough to satisfy the drivers. The company agreed to open its books to union auditors to prove that it can't afford major increases or retroactive pay, despite the millions of dollars it saves over other Teamster employers because of the substandard contract.

After this round of bargaining the union committee attempted to place a gag order on Czap to stop him from reporting back to the rank and file. Despite the risk of not being invited to future bargaining sessions, he distributed a hand-written letter to his

coworkers to explain what was happening.

"Isn't this amazing that they didn't start moving on our negotiations until after the Carey slate was voted in?" said Czap. "When cries of poverty came from owner-operators during the last contract, as the cost of fuel increased over 50 cents per gallon, they got no sympathy from the company. Instead, the company added an extra fuel surcharge to their freight billing, which they pocketed instead of passing on to the drivers."

Since the Fore Seasons addendum is a substandard contract, it must be approved by the national freight committee. Starting Feb. 1, that gives the Carey Administration veto power over any new agreement negotiated by Locals 200 and 695 with Fore Seasons. The Fore Seasons drivers are hopeful that the Carey Administration will help them get the best contract possible, in spite of a difficult situation.



Carey visit. The following Monday, Zitnik called me into his office. I grabbed a witness and a minute later I was discharged.

I filed a grievance, an election protest and a labor charge with the NLRB. The latter charges were deferred to the grievance procedure, which deadlocked on April 23. The arbitration hearing was set for July 26. Jim Oswald, the union's attorney, did a great job and on Nov. 27 the arbitrator ordered Yellow to reinstate me with full back earnings.

Yellow is taking its sweet time about getting my settlement together, which will be in the \$30,000 range. Not bad for one man standing up to a huge corporation and telling them they were wrong. I'd like to thank Richard Kraft, a fellow discharged employee at Yellow as well, who did not get his job back, but who taught me a lot about true unionism.

Spread the News!

Order Convoy Dispatch By the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Help keep other Teamsters informed by ordering a bundle to distribute.

Bundles are sent each issue. Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$6 for 50 ☐ \$10 for 100

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Return to: TDU, Box 10128, Detroit, Mich. 48210

Freight Lines

Wintz Buys OK Trucking.

Wintz Parcel Co. bought out OK Trucking, a regional carrier in the Midwest, and closed the terminals on Dec. 31. Wintz then reopened the operation two days later under the name of OK Freightways, demanding that OK Freightways drivers accept a substandard "white paper" agreement. OK Trucking had been a party to the NMFA. The International filed a lawsuit against Wintz's unilateral actions. A federal Judge issued a stay and ordered both sides to meet and negotiate a settlement.

Schneider Teamsters Approve Contract.

Teamsters at Schneider Transport, which employs some 600 drivers, voted better than 2-1 to approve a five-year contract providing \$1.25 hourly and 4 cents per mile during the life of the agreement. (The current NMFA pays \$1.40 hourly and 3.5 cents per mile over three years.) With no real improvements in working conditions or H&W, approval of the contract boiled down to the new pension contribution rate, which will make Schneider Transport drivers eligible for the 30-and-out benefit at \$2,000 a month, regardless of age.

Some drivers actively opposed the agreement, stating in a flyer: "Let's hang together, VOTE NO, and reform our bargaining committee under the leadership of our new General President Ron Carey after Jan. 1."

Airborne Bargaining Needs More Coordination

Last summer and fall 17 local unions met together on the Master Freight provisions applying to Airborne Express. Under the agreement both full- and part-timers will get freight wages and benefits and the ratio of new full-timers to new part-timers will be 4-1. Many operations now are as high as 50% part time, although Detroit Local 299 and a few other locals have no part-timers and will not get any.

Although the NMFA has no provision for part-timers, the union has denied an overall vote on the Airborne Supplement. This is being protested by Airborne employees in Philadelphia Local 107 and others. Ironically, a petition out of Philly gave a major boost to this years' coordinated bargaining. But Local 107 already has a cap of 20% on part-timers so they are even being denied a vote on their local rider, despite proposals they had made for improvements. Members of other locals were given a ratification vote on their local rider, by the national committee. This is required under the new IBT Constitution—last June in Orlando our proposal for the right to vote on supplements and riders was passed.

At press time, local supplements have been negotiated and ratified except in Cleveland and Pittsburgh.

The corporation had actually tried

to insist that our union not conduct any vote among the membership on the contract. They got this deal three years ago from Sherman Brown of the IBT, who blocked a vote on riders. This time, no deal, thanks to our new constitution clause and pressure from reform local officers.

The limit on future part-timers and the involvement of all locals in the negotiations were a good step forward. Coordination will need to be expanded. Already Airborne has countered the stronger union position by setting up a non-union carrier, ABX, to carry short-distance overnight traffic. Also, significant parts of Airborne are non-union, some using "owner-operators" to do local work. They are sure to transfer any work possible to these non-union operations.

Relying on an earlier "side letter" by International Rep Sherman Brown, important Teamster Airborne groups were kept out of the national negotiations this year. They include the Pacific Northwest, Denver and New York. Chicago also is bargaining separately as they do on other freight and UPS agreements. Unfortunately, the contract has been handled by Local 705 business agent Rich Bolmar, who was ousted as BA at Roadway by petition.

New York Local 295 came alive on

Nov. 24 with more than 800 of 1,150 Airborne Express workers from three states turning out to reject a proposed contract that would have left them far behind other locals. The vote was 658 to 150. Local 295 officials tried to intimidate the distributors of a TDU flyer informing members on the status of national negotiations.

In New York, part-time and second tier full-time wages—\$11.50 and \$14.50 respectively by 1994—fall far below the local's shrinking top tier. Both these groups get substandard health and pension coverage. Local 295 IBT trustee William Ferchak predicted in a letter that the percentage of part-timers would stay at 51%.

While Ferchak is sitting on the Airborne agreement, he and his business agents are negotiating other air freight contracts with starting pay of \$11 per hour for new hires. New York's top tier is slightly above some other locals, but the price paid by substandard provisions for the growing majority will threaten that before long. Airborne employees in Local 295 are now in a position to insist on parity with the national agreement, and to keep what superior conditions they have.

It was unfortunate that New York, Chicago, Denver and the Northwest were not included at least as observers in the national negotiations. They should be in the future.

Preston's Bunk Rooms Still a Problem

Michael J. Konon
Local 430, Preston Trucking
York, Pa.

Preston drivers have been fighting for years to bring their bunk room facilities up to a livable standard. And for years, Preston management has been telling us that conditions are improving. Maybe they think if they keep telling us that conditions are improving we will actually believe it ourselves. Now we have launched a petition campaign aimed at improving or eliminating the bunk rooms.

Today's professional driver will experience hazards on the road including bad weather, traffic and long hours behind the wheel. We are expected to maintain an exceptionally high level of ability and character. But at Preston, maintaining that level is another story.

At Preston, after a long night you are forced to sleep in one of these "World Class" bunk rooms. The conditions in these facilities are anything but classic!! Uncleaned showers and toilets and poor ventilation in a room that is only a 9 x 12 cubicle. Community TVs that in most cases have only three channels. The beds are too small, the sheets don't fit and there's only one blanket so you either freeze or die of heat. The truck noise, exhaust and office personnel clanging around make it impossible to sleep.

You are expected to sleep at a terminal on weekends in a totally unattended building. What happens if the heater malfunctions and there is a fire, or if someone breaks into the terminal? Worse yet, hazardous materials are stored in trailers up against the dock, which is close to the sleeping

quarters.

Petitions were circulated at York, Philadelphia, West Middlesex and other terminals to change these conditions. Our petition demanded a minimum standard for these bunk rooms. At the very least, we are asking for separate sleeping facilities away from the terminal, clean toilet facilities, individual rooms, telephones and decent beds. Ultimately we want Preston to use AAA rated motels. We feel that with an active rank and file and support from our local unions, these changes can be made.

St. Paul Local 120

Pressure Restores Pension Contributions

Teamsters working for Wintz Parcel Co. in St. Paul, Minn., were told when they approved their contract in 1989 that the confusing language on pension contributions meant that the company would follow the Master Freight Agreement on contribution rates. (For most Teamsters, the amount of pension depends partly on how much the company is required by contract to contribute to the pension fund.)

So when the new NMFA required increased contribution rates in April 1991, they expected their company would move up to those rates and they would become eligible for the pension increases announced by the Central States Pension Fund at the same time.

Not so. When members contacted the fund about retiring after April, they were told their contribution rate had not increased since 1989, so they were not eligible for the increases in-

cluding the new \$2,000 30-and-out.

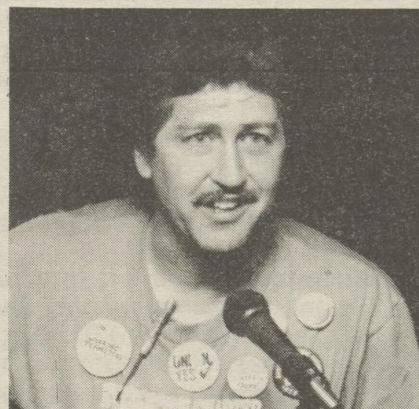
Under pressure from the drivers, the company's owner promised to increase contributions in August. But a check with the pension fund showed that never happened.

TDU Helps Get Answers

Meanwhile, the members turned to TDU for help finding out exactly what the contract required the company to pay, and how to get the local to make sure they paid it. TDU staff helped them write the right letters to get the documents they needed to show beyond doubt they were due the higher contribution rates. The contract language was so poorly written it looked like someone intentionally had not spelled out the rates.

After weeks of research, letters and meetings, but before the members had to go to court for their rights, company owner George Wintz agreed to

We Need TDU More Than Ever



Gordy Teller
Local 741, Sea Land
Seattle

TDU is needed because the problems Teamster rank and file members have faced in the past are not going to vaporize just because we have new and dynamic leadership. We know Ron Carey and the newly elected executive board will attack problem areas and those who resist reform with a passion, but now, as much if not more than during the election, they will need an organized and supportive net-

work at the bottom of our union to implement the programs and policies we can expect to see.

For the first time ever, working Teamsters and their families have a friend and ally steering our International from the top, but the same soldiers that TDU provided during the election and in all the years preceding it are vitally necessary to meet the challenge facing our new leaders and we working Teamsters in the days ahead.

We should celebrate the fact that finally we have "hands-on" leaders who will work closely with us to change our union, but we must realize that they need us as much as we need them.

TDU will continue to grow as a legitimate and powerful caucus within this great institution because we have demonstrated in our short history how much can be accomplished with limited resources and numbers. We have been sowing seeds toward this eventual harvest for a long time. Let's go to the fields and start reaping more TDU members—reform needs them.

increase the contributions to the freight contract rate, effective Jan. 1, 1992. But he didn't acknowledge that he'd broken the contract over the previous eight months, shorting the pension fund that we all depend on.

Local 120 BAs have promised the new contributions will make members eligible for the new increased pensions right away after working five days in January or later. But Al Nelson, Central States director of benefit services, wrote that the Wintz Teamsters won't be eligible until March 1.

The BAs also said that in March 1994 when the Wintz contract expires, the new pension contribution rate will be "determined by the trustees" of Central States. They're wrong; the contribution rate, or the method of following the NMFA contribution rate, will be determined by contract language subject to membership vote.

TEAMSTERS BUILDING OUR UNION

Rank and File Activity on the Rise

The recognition that a strong and honest new leadership has been elected to the General Executive Board of our union has spurred an increase in organizing activity among the rank and file. TDU meetings are better attended than ever before. And Teamsters are joining TDU in record numbers. This surge of TDU activity is testimony to the awareness that effective change will only come if the rank and file become actively involved in the affairs of the union.

New York Chapter Growing Fast

TDU's New Jersey-New York Chapter has a growing number of members. Nearly 200 turned out to hear from International VP-elect Gene Giacombo and other speakers on Jan. 19. They also formalized the chapter's organization by electing a 14-member steering committee with members from 11 locals, among them members of Local 812, who are the hottest TDU recruiters in the area right now.

Members also picked up 4,000 copies of their new chapter newspaper, *The Working Teamster*, for distribution. The paper will cover the rapidly increasing activity of rank and file members to clean up their locals and will also carry educational articles on how to do that. The first issue had a full page in Spanish, plus an additional supplement for some locals.

TDU Spreads Across Arkansas

Over 65 people attended TDU meetings over the weekend of Jan. 25-26 in Springdale, Ft. Smith and Little Rock, Ark. The Springdale and Ft. Smith meetings were attended by members of Locals 373 and 823, with a good diversity of UPS and freight Teamsters. The UPSers were particularly interested in how the election would affect their next round of contract negotiations, and everyone seemed eager for education about the union to come down to the rank and file level.

The Little Rock meeting was also a big success. Local 878 Teamsters from UPS, freight, Kroger and other local contracts came to hear Southern Conference VP Aaron Belk, as well as discuss the role of TDU in the future.

"It seems to me that the apathy of the membership is beginning to dissipate, and that more members are realizing that our limits are self-im-

posed," said Terry Eads, a TDU leader in Little Rock. "I feel like our meeting in Little Rock was a ground-breaker for us in this area. People are realizing that we are the union."

TDU Rising in the West

The sun sets in the West, but TDU is on the rise. A series of California TDU events in January—public meetings and victory parties—show TDU gaining ground and members in the wake of the Carey slate victory.

Meeting organizers in Oakland and Modesto were stunned, as the meeting rooms they usually use were jammed to overcapacity. Western Conference VP Ken Mee stressed the need to mobilize rank and file Teamsters to support the initiatives of the new General Executive Board.

In Oakland, which has a long-established TDU chapter, more than 60 Teamsters from 13 locals endorsed the new direction of our union and vowed to continue the struggle.

In Modesto, 35 Teamsters from locals 386 and 748 came together and decided to organize a new TDU chapter. A week later 100 Teamsters came together in Modesto to celebrate the Carey victory. Southern California TDU sponsored a victory party on Jan. 25 in Los Angeles. International VP Jim Benson of Phoenix addressed a crowd of 125.

Tennessee TDU Meetings

More than 100 Teamsters attended the TDU meeting in Nashville on Jan. 18 and another 45 showed up in Chattanooga. Aaron Belk, Southern Conference VP, was the featured speaker at both meetings. The turnout was a big increase over previous meetings and shows the greater support that TDU has attracted because of its role in the election of the Carey slate. More rank and filers are overcoming the apathy and fear that have kept many from becoming openly involved.

Some 50 Local 327 Kroger workers attended the Nashville meeting. TDU has played an important role in their fight against contract concessions (see page 12.) Teamsters also attended from Local 480, where reform sentiment continues to grow (see page 13). Judging by the Local 480 results in the elections for delegates and International officers, Luther "Boss Hog" Watson's days are numbered.



Members at Carey victory party sponsored by Southern California TDU on Jan. 25.

TDU Faces the Future

"TDU is at a crossroads," national organizer Ken Paff told about 80 TDU leaders in January. "We have faced big changes in the past, but none that were so large and historic as what we've gained now: a new Teamsters union. It's an exciting challenge." With those words, Paff kicked off a day-long discussion of how TDU can continue to activate rank and file members to strengthen our union.

TDU International Steering Committee (ISC) members and guests looked at some of the ways undemocratic practices in the union have not changed, and what we can do about it. Many local unions, joint councils, and area conferences still need bylaws changes or changes in leadership. One speaker said TDU can become "Teamsters to Finish the Job" of democratization.

"We've got members coming out of the woodwork who feel the big monsters are put to rest. They don't realize they haven't been put to rest," said ISC member Big John McClain of Houston Local 988. "Now more than ever Teamsters need education on what's going on, to get rid of the 'me' and get the 'we' mentality."

It was agreed that rank and file leadership on a local level would be key to finishing the job, and strategies were discussed for finding, training, and uniting those leaders. Some local-level organizing projects that TDU chapters will be taking on in the near future are:

- Campaigns to democratize local bylaws; for elected stewards, for example.
- Building attendance at local union meetings.
- Local union election campaigns.
- Advising Teamsters on their legal rights, and on safety and health issues.
- Organizing to win grievances on the shop floor and local level.
- Broadening the distribution of *Convoy Dispatch*.
- Recruiting new members and building TDU.

The national office is developing a menu of workshops to provide information on these and related areas, to help build interest in TDU along with

keeping our members well informed.

Of course, we have an opportunity like never before to communicate with the IBT General Executive Board, to convey the ideas and concerns of the most active Teamster members. In turn, TDU can help get rank and file Teamsters involved in programs initiated by the International union, even if certain local leaders don't support the programs. In that way, we can become "Teamsters for a Dynamic Union."

TDU members at the January meeting said they hope that the new International can maintain an active and effective field staff, will work with local unions on membership training and organizing, will involve the members in campaigning for better national contracts, will move to reform grievance panels, and more. It was noted that all such programs will take time to develop. TDU members also trust that the new GEB will listen to the voices of the membership.

TDU members have always been leaders on contract issues, organizing for better contracts and to win grievances on existing contracts. Now that we have real leadership on the General Executive Board, there will be more and more Teamsters involved with contract issues, and our work becomes even more important. So TDU will remain, as always, "Teamsters to Build the Union."

Interest in TDU has grown among the rank and file in the eight weeks since election results were announced. The election itself increased members' awareness of how our union works, and the results showed that positive change is possible. A sharp increase in TDU meeting attendance and recruitment in January shows that more and more Teamsters are willing to help build the Teamsters union of the future.

"We've not won the war, we've helped win a big battle," said Big John. "Now the rank and file's got to make a team effort. We're getting involved in bylaws changes and other activities here in Houston. Big John's advice right now is you better get on the team. Fill out the card, join TDU, and let's get back to work."



New York TDU chapter meeting on Jan. 19.

In Taking on Employers, Union Can Make Bigger History

The following speech was given by Mike Parker at the Jan. 19 strategy session on the role of TDU in the new Teamsters union. Parker is a former member of the United Auto Workers, and a labor educator who has co-authored several books on management's QWL programs and team concept.

Shortly before the election, the *Wall Street Journal* and several industry magazines reported how trucking management viewed the Teamster election. Management's favorite was R.V. Durham and second choice was Walter Shea.

There is a little question of management self-interest. Not everyone welcomes an honest union if that means it acts like a real union. It would probably be worthwhile keeping this fact in mind as you go about the job of rebuilding your union. It is understandable that you are focused on cleaning house and tearing out the parts that have rotted away, and rebuilding the crumbling foundation. But how you rebuild it should depend more on what you need in the long run than on what the old guard previously constructed to meet the needs of their corruption.

After all, the basic aim of the union is to make it possible for workers to deal with the power of management, to deal with government, and to deal with the economic forces that threaten us. What is the situation today? Consider these items:

- One of the most extensive studies to date on employee participation programs was recently published by Maryellen Kelley and Bennett Harrison of Carnegie Mellon University. Interestingly, they found *no* statistical evidence that employee participation programs, like quality circles, produced greater efficiency. Kelley and Harrison also produced statistics that supported the notion that unionized workplaces were significantly *more* efficient than non-union ones, although as with all statistical studies there might be some questions.

But most important is not the study itself but management's response to it. Ms. Kelley says that when she talks to management groups they are only interested in the first part: *Yeah, we need to know how to fix these programs.* But as far as the data about unionized workplaces being more productive: *Unions are in the past.*

- Roughly 15% of employed workers in the U.S. are members of unions. Over the past 15 years it has dropped rapidly. There is no longer a solidly organized industry in the U.S.

- The current issue of *Business Week* (1/20/92) predicts for 1992: "The workplace looks like granddad's too—with speedups, insecurity and firings galore." In "What's In," *Business Week* says, "Lean Manufacturing" is in.

What this means is that just having an honest union is not enough. The

employers believe they have unions on the run. There is no place for a real union in the new management schemes. In fact, the more honest a union is—the more it represents the members—the less use the employers have for the union, and they are prepared to play hardball.

Employer Strategies to Bust Unions

Now there are a lot of pitches you can use in hardball and there are lots of employer strategies to bust unionism.

1. *Just bust the union.* Ravenswood Aluminum and PATCO are examples. Let nobody think they are so skilled that their jobs are secure and their employers will not attempt to replace them with scabs.

2. *Co-opt the union.* This is the current system in Japan. Most unions are essentially company unions which see their job as helping their employer. It is important to know that it was not always this way in Japan. In the mid-1950s the employers, with the help of the U.S. and Japanese governments and the banks, smashed the militant unions and replaced them with the kind we see today.

3. *In the meantime, undermine and weaken the union.*

What Management Wants

Some things that management wants are obvious, such as lower wages, two-tier wage scales, no COLA clauses, and reduced medical and pension benefits. But management has a far more threatening agenda.

What *Business Week* calls "Lean Production," and which we call "Management by Stress." This agenda has a language of its own where words don't mean what you think they mean. For example, quality means productivity; teamwork means peer pressure; flexibility means outsourcing, giving up rights, work rules, classifications, seniority; competitiveness means cut your wages and conditions; problem solving means get rid of the grievance procedure, and so on.

Management by stress employs "just-in-time" production by slashing material handling, putting the pressure on the workers "just-in-case," eliminating job security, and bringing in part-timers and split shifts for even more flexibility.

Key Employer Tactics

Whipsawing is a favorite tactic of employers. Teamsters have seen it. It starts with making someone else the enemy, such as the Japanese; then other companies; then other sites within your company; then other departments within your company; and finally, other workers. Outsourcing is another tactic, moving work to non-union companies or double-breasted operations. And isolating the union from the membership is an important tactic achieved through consultants and programs to make workers think the union is the out-

sider and powerless to solve problems.

What Unions Can Do

Unions can fight back. But expect no help from the government as you had in the elections. Just the opposite—the government is a strong supporter of these management schemes. That is what deregulation is really all about. If you doubt me, look at the courts and the NLRB.

But there is some good news. It is possible to beat the employers. It's not easy but we have seen that it can be done. Witness the Pittston strike, which used nationwide solidarity and militant mass tactics, including occupying company buildings, running a write-in campaign to punish elected officials who supported the companies—and winning.

The NYNEX contract campaign which—through insider organizing, mobilizing the members and massive mobile picketing—reversed a trend in the industry on medical takeaways. There are other examples, at Mazda, where the UAW membership took actions to convince management they were unified enough and mad enough to take a lengthy strike, and forced management to remarkable concessions without a strike; and in the OCAW and other unions, which have shown that corporate campaigns can build coalitions to challenge even mighty international corporations.

The lessons we've learned from these struggles are:

1. Build a strong local presence in the barns, offices and shop floors, where the power is at.

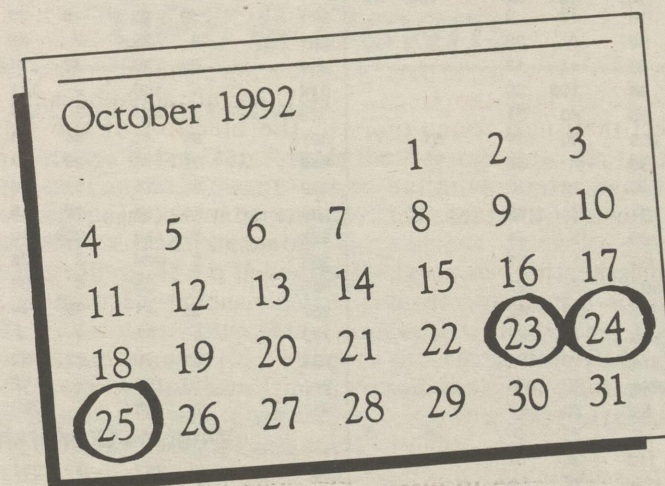
2. Prepare, educate and organize the membership to use its power for the kinds of battles the union will face. TDU can play a very important role here because it has years of doing just that when the union wouldn't, and it can still do some of this more effectively than the union can.

3. Organize the power in a way that makes the most sense to do battles with the companies. It does no good to organize two very strong locals if the companies can succeed in getting the locals to fight each other. Destroying management's whipsawing abilities requires industrywide coordination, strength and policy. It means focusing on the master contracts rather than on the exceptions. It means being willing to take on the companies in intelligent ways: pitting them against each other. Don't be afraid of the companies competing; use that competition to force them to agree to union-based standards for the industry.

You have every right to be proud of making history. You have done it once. But you can continue to do it. You have put the most powerful union in the United States at the service of its members.

In solving the problems of working Teamsters, by organizing them, you may make still bigger history in leading the rebuilding of the American labor movement.

SAVE THE DATE!



**1992 TDU
RANK & FILE
CONVENTION**
Oct. 23-25
St. Louis

CARHAUL NEWS

Carhaul Negotiations in Transition

As *Convoy Dispatch* goes to press, the installation of the Ron Carey Slate as the new General Executive Board is just days away. Meanwhile, a round of regional and national grievance and negotiating sessions is underway.

The major differences on double breasting, on the right to strike over grievances, and on BAs retention of seniority remain in the national bargaining and many items are unresolved on the Central-Southern Supplement.

The Carey team inherits a situation of increasing weakness under the chairmanship of Walter Shea until 1988 and a negotiating situation in

which the credibility of National Chairman Ernie Tusino has been eroded by the overwhelming rejection of the most recent proposal.

The proposal's declared aim was to underbid double-breasted and non-union companies by establishing a 64% second tier with no catch-up. Although the national committee recommended a "No" vote on that offer, key members of the committee did not do so in private or in their home locals. After a sitdown meeting of carhaulers from several East Coast locals in New Jersey on Jan. 5 and a national phone hookup with eight more locations on Jan. 12, the Carhaulers Coordinating Committee called for substantial changes in the makeup of the negotiating team.

As of Jan. 24, the Western and Eastern supplements were said to be tentatively settled. Driveaway has reportedly been settled; that supplement passed in the recent vote. However, different locations got different increases, so questions have been raised about a single vote on the package.

The auto industry is entering a winter lull with several plants closed for six weeks. There is certainly no hurry to rush into a new contract. Car-

haulers backed the Carey slate enthusiastically in most areas. With a new General Executive Board and a revamped negotiating team, carhaulers and the good officers in our locals have a new chance to reverse the decline in carhaul.

This isn't something any General Executive Board could ever deliver on a silver platter. But we have no more two-thirds rule. We have the right to vote on our supplements. There is new leadership at some automakers that

may want to take a second look at any encouragement they've given to companies that are better at busting unions than at hauling cars. The off-shore manufacturers may want to reconsider the effect union-busting will have on their sales. Shareholders of the carriers and the manufacturers may not be enthused by the criminal elements who serve as an essential link in the double-breasted schemes.

But none of that can make up for a
continued on page 11

CORRECTION

In our most recent carhaul bulletin, detailing the votes from various locals, we included Otts Morningstar as one of the national committee members whose local had voted yes. Morningstar is a long-time carhauler from Local 557 and has been BA several times. However, he is now working for the Eastern Conference and was reportedly not present at the meeting where Baltimore carhaulers were urged to vote yes by their local officials.

Contract Vote Results

Conference	National		Supplement		Driveaway	
	Yes	No	Yes	No	Yes	No
Cent./South.	1859	5197	1651	4936	357	136
Eastern	722	1824	701	1808	28	51
Western	139	882	167	870		
Totals	2720	7903	2519	7614	385	187

Central/Southern Conference

Local	National		Supplement		Driveaway	
	Yes	No	Yes	No	Yes	No
5	11	15	17	9		
20	0	36	0	36		
26	2	26	11	17		
41	77	88	106	59		
79	38	53	40	51		
89	115	209	60	139	51	71
100	5	38	7	36		
116	13	0	13	0		
120	7	134	6	135		
135	1	26	3	24		
200	0	22	1	21		
299	34	803	31	827		
325	34	57	29	62		
327	21	206	18	193	4	19
332	98	84	101	81		
377	46	344	42	338		
390	18	64	26	57		
413	26	0	26	0	26	0
414	1	112	0	113		
449	22	103	31	84		
498	26	68	28	66		
512	85	239	111	213		
523	0	1	0	1		
528	206	78	205	80		
552	13	0	13	0		
554	4	30	9	25		
568	18	122	17	122		
577	40	4	32	12		
579	56	130	53	133		
580	12	155	10	155		
604	123	295	111	307		
612	15	41	17	39		
614	266	140	247	136		
651	1	43	2	42		
654	206	213	6	142	271	20
657	2	1	2	1		
710	7	227	7	227		
745	42	241	38	214	5	26
886	67	72	69	70		
891	22	28	22	28		

Eastern Conference

Local	National		Supplement		Driveaway	
	Yes	No	Yes	No	Yes	No
957	28	170	34	163		
964	45	157	45	157		
984	0	80	0	80		
988	6	242	5	241		
71	42	1	41	1		
170	68	7	68	7		
171	18	28	16	30		
251	3	26	3	26		
294	83	25	82	24		
312	4	160	3	161		
326	5	461	7	459		
391	96	43	85	54		
445	31	73	30	74		
469	5	76	5	76		
509	45	13	45	12		
557	208	190	208	190		
560	3	226	3	226		
648	3	35	4	34		
687	65	41	62	44		
773	6	32	0	5	6	27
882	25	63	28	60		
841	10	101	9	102		
917	2	223	2	223		

Western Conference

Local	National		Supplement		Driveaway	
	Yes	No	Yes	No	Yes	No
63	4	252	3	251		
70	3	55	5	53		
78	1	4	1	4		
104	3	53	3	53		
190	8	12	8	12		
222	0	14	0	14		
223	38	72	64	47		
287	0	54	0	54		
305	0	1	0	1		
315	0	18	0	18		
490	3	67	2	68		
492	17	8	17	8		
495	1	24	0	25		
542	0	4	0	4		
690	0	6	0	6		
692	2	56	2	56		
741	34	54	35	52		
763	5	0	5	0		
856	0	2	0	2		
961	17	83	19	99		
976	3	43	3	43		

Letter on Cook's Rider

The following are excerpts from a letter written to national carhaul co-chair Ernie Tusino on Dec. 19. At press time, no response has been received, nor has the substandard agreement been put into effect.

Dear Sir and Brother,

I wish to inform you of a local rider that was negotiated by Jerry Cook, with Ryder/CAT, covering the CAT workers of Local 528 at Lakewood, Ga. This rider was presented to the affected CAT workers at a union meeting on Saturday, Dec. 14, 1991. It was, unfortunately, ratified by approximately 90% of the workers present at that meeting.

According to my understanding, the terms of the local rider negotiated by Jerry Cook include the following:

1. A 10% cut in metro and city rates.
2. A \$2 per hour cut for all workers.
3. An additional one-hour unpaid waiting time for drivers.
4. The bottom 20% of the board would agree to transfer to any terminal that has work, and work at running mile for their first 14 days at that terminal, regardless of that terminal's work rules.
5. Any backhaul would be at half-rate.
6. Drivers would agree to pull any backhaul over 750 miles at running mile.
7. Other particulars that Jerry Cook said still had to be worked out, but he wouldn't tell us what they were at the meeting.
8. The CAT workers would return to work at Lawrenceville on Jan. 15, 1992, or once the national contract is ratified.

The vote on this local rider was not conducted by secret ballot. ... The secrecy requirement is part of the International Constitution and cannot be waived.

The rider negotiated by Jerry Cook is inferior to the prevailing standards and therefore must be approved by the National Negotiating Committee before it can become effective. ...

The rider also affects other local unions, and therefore cannot lawfully be signed by Local 528 without prior notice to the other conferences and local unions involved, so that they may protest to the General Executive Board.

Because of all of the above, I am requesting that you take immediate action to prevent the implementation of this substandard rider, and that you notify the employer immediately that the rider is null and void.

Brother Tusino, as you know, the Local 528 CAT workers at Lakewood have been without work for a long time. Many of us are desperately trying to hold on to our houses, and maintain our families, while we wait for the union to act against the double breasting by Ryder Inc. that has left us without a job.

My co-workers voted to ratify this rider out of desperation. Ryder is taking advantage of our difficult situation to undermine the national carhaul contract, and Jerry Cook is helping them do it!

By writing this letter, I will probably be unpopular with many of my co-workers, who will blame me for protesting a rider that offered them the hope of a job. I am in the same financial boat they are, but I refuse to allow Ryder to blackmail me into abandoning my union principles.

I still hope that the International union will use its leverage at the bargaining table to halt Ryder's double breasting, and put us back to work at Lawrenceville, Ga., under the standard carhaul contract.

Fraternally,
M.C. Jordan
Laid-off CAT driver

Carhaul Update

After the latest concessionary offer was rejected by the membership, bargaining resumed on Jan. 22 between the carriers and the union committee, headed by Ernie Tusino. However, with the new administration taking office on Feb. 1, we fully expect that no new (third) tentative agreement will be quickly concluded. Rather, it is anticipated that our new IBT leadership will begin to get involved in the bargaining process.

Watch for Next Bulletin!

Look for upcoming Carhaul Contract Bulletins for specifics. If you are willing to distribute a bundle of bulletins to help keep other carhaulers informed, contact the TDU national office at (313) 842-2600.

UNITED PARCEL SERVICE

The Road Ahead at UPS

The election is over, and the Ron Carey Slate won. But instead of sitting back, thinking our work is done, and expecting the Carey administration to carry the ball from here on, rank and file UPSers need to start planning and strategizing for the new challenges that face us in the union and on the job.

Foremost among those challenges is dealing with our employer, UPS. The Carey victory opens the door for us to make big gains in the upcoming contract negotiations with UPS. Hard as it is to believe, bargaining will begin on our next contract in just one year. Meanwhile we must forge the alliance between the new International leadership and an organized rank and file membership to be as effective as possible in 1993.

Then and Now

In 1987, a majority of UPSers rejected a contract for the first time in Teamster history. The imposition of that contract through the two-thirds rule helped set the stage for winning majority rule on contracts in 1988. In 1990, despite an even stronger network of rank and file activists, and a super-profitable corporation to bargain with, the International took a powder and allowed UPS to threaten the membership into accepting the agreement.

In the 1993 contract campaign, we can expect the International to play an entirely different role, with greater

communication and information. We can expect hands-on participation by our new International officers, active encouragement of rank and file involvement, and a willingness to take on the corporation where necessary.

Time to Set Goals for '93

At the UPS jurisdictional meeting at the TDU Convention last October, UPSers offered many suggestions for building a successful contract campaign heading into 1993. Rank and file committees can be formed around the country to develop—in conjunction with local officials, International officers and reps—national and regional contract proposals. Those committees can also act as grass-roots organizers for the rank and file network we will need to overcome the misinformation, threats and intimidation we can expect from UPS as the contract campaign heats up.

National and regional union newsletters can be published to keep the UPS membership informed about bargaining, from the profits UPS is making internationally to each side's contract proposals and updates on bargaining. Special attention can be paid to part-timers, who are getting the shaft by the corporation, and have been generally ignored by the union. Part-timers now represent more than half the UPS workforce. We have to bring them into the life of the union, and give them a reason to care about the outcome of contract negotiations.

stewards and elected committees in each terminal that can agree on and pursue a strategy that is on the union's terms, not managements.

Car haulers have fought for decades. We may never have a chance like this again. We deserve that chance, but will get it only if we are ready to use it.

Two-tier wages, air operation language, the grievance procedure, production and other persistent concerns of UPS Teamsters must now be looked at again in the light of setting our priorities and designing a bargaining strategy that uses the power of the rank and file and the resources of the International.

New Role for TDU

The change at the top of our union will mean a different role for TDU in future negotiations. In areas where local unions are playing a positive role, TDU can be part of a coalition that works together. In some locals, TDUers and other concerned mem-

bers may have to work around the officials.

In all areas, we can continue to act as leaders on the shop floor. TDUers and other active Teamsters will be the "shock troops" who lead the way toward rank and file mobilization. We can participate in rank and file committees, help counteract company propaganda and fear tactics, distribute union and TDU information to keep the membership informed, and more.

In the coming year UPS Teamsters, local and International officials must identify our goals and pull the organization together to achieve them. That is now job No. 1.

Virginia Health and Welfare Suit Filed

Rank and file Teamsters in Virginia have organized to protest drastic cuts to their health benefits by the Joint Council 83 Health and Welfare Fund. In November, a lawsuit was filed on their behalf.

The suit charges that the fund's trustees failed to manage the fund responsibly. As a result, on Jan. 1, 1991, members saw their hospital deductible increased from zero to \$750 per admission (later decreased to \$500 per year), and their major medical deductible increased from \$100 to \$500 per person per year (later decreased to \$300), among other major cuts. Some of the cuts were partially restored in May.

TDU members and others began meeting and raising funds to fight the

cuts. TDU attorney Karen Keys helped them put together the lawsuit that was filed by a Chicago law firm in November. Also filed was a request for several additional documents from the fund, to try to get at the truth about the fund's finances.

Court proceedings could be lengthy, and it could take some months for a judge to even rule on whether the suit can proceed as a class-action lawsuit. But by following this course the members are showing they will not tolerate loose handling of their health benefit funds.

Meanwhile, the political winds are changing in our union, and Virginia Teamsters can continue to organize for change in their local unions and joint council. Now is the time.

Carhaul

continued from page 10

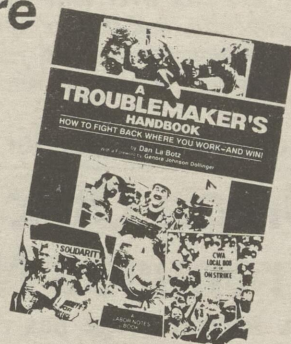
membership that is ready to stand tough and fight with determination, and perhaps also with patience and restraint. Or for a leadership that reaches all the way down to our

A Troublemaker's Handbook:

How to Fight Back Where You Work—and Win!

by Dan La Botz

This 262-page handbook contains almost everything you need to know about taking on management: from the first steps of organizing ("Will you wear a button?") up through work-to-rules, community coalitions, inside strategies, contract campaigns, and more.



After reading "A Troublemaker's Handbook," one is not just a troublemaker but an educated troublemaker. Anywhere you open this book it has a lesson. It should be called the "Encyclopedia for the Union Member"—everything from the bathroom-pass syndrome to organizing immigrant workers to corporate campaigns. This is an education from workers' experiences, victories and losses—and experience is the best teacher.

—Mike Ruscigno, recording secretary, Teamster Local 138; TDU International Steering Committee

To order "A Troublemaker's Handbook," send \$17 per copy to Labor Notes, 7435 Michigan Ave., Detroit, Mich. 48210. Be sure to include your name and complete address, including zip code.

UPS & Downs

Too Busy to Get CODs Verified?

A good newsletter dated Dec. 9 from the BA and stewards to members of Martinez, Calif., Local 315 warns: "Another driver has been charged for a lost COD envelope he knows he dropped in the safe. It continues to amaze me, month after month, watching the number of these cases grow throughout the county, why a driver would not take the time on the clock every night to have his money verified and his COD drop witnessed by management. Drivers complain that management discourages them from asking for verification and drivers want to get out of the building so they don't feel it's worth an argument with management. The first issue raised in every case by management is the driver's right to ask for verification and his refusal to take advantage of this right."

UPS No. 1 in Europe.

After several years of rapid expansion, UPS is now the largest package delivery corporation in Europe, with revenues of some \$1.3 billion and a volume of more than 500,000 packages a day. UPS is also adding a freight service in Europe with no size or weight limitations.

UPS Completes Move to Atlanta.

UPS has completed the relocation of its corporate headquarters to temporary facilities in Atlanta. Groundbreaking on permanent headquarters is expected to begin later this year at a nearby site. Got a letter you want to send to Oz Nelson? His new address is 400 Perimeter Center, Terraces North, Atlanta, Ga. 30346.

In other news, regarding rate increases to go into effect on Feb. 24, UPS announced: "Overall, the changes to our ground rates will result in an annual revenue increase of 5%."

GROCERY, BEVERAGE NEWS

Members Vote 73% 'No' on 4th Offer From Corporation

Kroger Teamsters Hold the Line in Nashville

Kroger Teamsters in Nashville are fighting back against company demands for major concessions in contract negotiations between Kroger Co. and Teamsters Local 327. Members rejected a fourth company offer by a wide margin.

The struggle in Nashville is being watched closely by Kroger workers around the country as a forerunner of things to come when their contracts expire. A federal mediator plans to bring both sides back to the bargaining table in Nashville.

The Nashville contract, which covers warehouse, drivers, maintenance and mechanics, expired on Sept. 21. In the most recent vote, taken on Jan. 25-26, the contract was rejected by a margin of 229 to 84—73%.

The major stumbling blocks in

negotiations are company demands for a two-tier wage scale that would create a permanent "underclass" of workers, and major concessions in health care, including elimination of the workers' prescription cards and adding copayments of up to \$9.80 per week for family coverage.

Does Kroger Need Givebacks?

At the same time that it is demanding givebacks from its Nashville workers, Kroger Co. is making a healthy profit. Last fiscal year, Kroger Co.'s revenues were \$20.3 billion. (*Supermarket News*, Vol. 42, No. 3.)

In 1990, Kroger CEO Joseph A. Pichler received \$763,450 in compensation, with stock options greater than his cash compensation.

The Nashville workers are not

standing alone in their confrontation with Kroger. Solidarity is building behind them. Informational flyers distributed through the Kroger system by TDU activists have alerted Kroger workers around the country to the struggle taking place in Nashville.

A flyer distributed in December asked for solidarity with the Nashville workers, and they're getting it. Kroger workers in Atlanta have stayed in close contact with their Nashville brothers and sisters. Drivers from Little Rock, Ark., have taken flyers into Jackson, Miss., Houston and Dallas. Kroger workers in Cincinnati, Detroit, Memphis and Columbus, Ohio, have expressed their support for the Nashville Teamsters.

Solidarity With Nashville Could Spark Turnaround

The situation in Nashville is sparking renewed activism and interest among Kroger workers in other cities as well. Kroger Teamsters are attending TDU meetings in record numbers to hear about the Nashville fight. Discussions about the need for coordinated bargaining, and eventually regional and national agreements, are becoming more serious.

Many are saying that Kroger Co. has had its way with the Teamsters union

for too many years. Kroger drivers used to receive the same wages and mileage as Master Freight. Now they earn 20% to 35% less. Kroger Teamsters used to be eligible for the top pension benefits in the Central States Pension Fund. Kroger warehouse workers in many regions earn far less than Teamster warehouse workers at other companies.

The heightened activism among Kroger workers, combined with the recent election of the Carey slate to International office, could lead to a turnaround in the warehousing division. Ever since the removal of former Teamster president Jimmy Hoffa from Teamster politics, grocery management has benefited from a lack of national direction and coordination by the union.

"The Nashville workers see the new Carey administration as the cavalry coming over the horizon. Fear has been replaced with a feeling of hope and determination to stand up and be treated fair by the company," said warehouse worker Roger Rotoni.

The Nashville negotiations can be the place where the Teamsters union takes a stand in grocery. Stopping concessions and winning a decent contract in Nashville can be the first step toward a new era.

Local 812's Rumore Stalls

N.Y.-N.J. Soft Drink Gridlock

Since June 1, contract talks at many area soft drink companies have been paralyzed by New York Local 812's refusal to recognize its members' rights. Teamsters at Canada Dry and New Jersey Coca-Cola have been trapped without contracts. Local 812's Coke contract in downstate New York and New York City is in doubt because of an improper vote held in May. Now Coke in New Jersey, which is owned by the same company, is putting pressure on New Jersey Local 125 to settle before Local 812's contract is finally resolved.

Coke—Pepsi

Local 125 held a special Coke meeting on Super Bowl Sunday with more than 250 members attending to hear their officers, negotiating committee and lawyers outline the situation. They also heard a solidarity message from Vice President-elect Gene Giacombo, who heads Newark Brewery Local 843.

Many members of Local 812 came to offer their solidarity and Local 812 member Larry Farkas outlined the charges and lawsuit against the Local 812 Coke contract.

Coke of New York owns nearly all

distributors in that state, Connecticut and New Jersey.

Local 812 is headed by Anthony Rumore, whose father, Louis, was removed as local vice president because "he is a member of La Cosa Nostra." Barry Feinstein, head of Joint Council 16, on Jan. 7 responded to charges by Local 812 members with his ruling that Local 812 had done its best. While appeals to the General Executive Board proceed, 120 Coke employees filed a lawsuit in federal court in October utilizing TDU labor attorney Louie Nikolaidis.

Pepsi Members Assert Voting Rights

Forewarned last summer by the Coke vote, more than 80 members from Pepsi's Avenue D plant in Brooklyn signed a letter asking for ratification procedures established by previous TDU lawsuits. These include prior notice of all contract changes in writing, copies of present contracts for comparison, and a chance to discuss fully the contract before voting.

Facing an honest vote, Local 812 officials then removed many of the most offensive provisions of the Coke proposal, although the Pepsi contract remains substandard. The revised contract was narrowly passed.

Teamsters Unite in California To Save Jobs, Conditions at Safeway

A unity campaign among Safeway Teamsters in Northern California and the entire West Coast has been launched to save their jobs and contract. Safeway Foods is set to open a new warehouse in three months in Tracy, Calif., which will employ over 1,000 warehouse workers and drivers. Warehouses in Richmond and Fremont, in the San Francisco Bay Area, will be closed, and another in Sacramento may be partially closed.

The corporation is using the new

warehouse opening as an excuse to try to weaken the wages, conditions and job security of the affected Teamsters, with no regard to the personal consequences for these long-time employees.

The Teamsters union is not standing still. Hundreds of members met in January to discuss initial plans for a union campaign. Officers of locals involved with Safeway from all over the West also have met and pledged solidarity.

Atlanta-Nashville Solidarity at Kroger

To Our Union Brothers and Sisters in Nashville:

I would like to convey the support of myself and others in the Atlanta Kroger division for the fight you are now engaged in. We understand the hardships that lie ahead for you all. Your struggle is being watched closely by your Brothers and Sisters in Atlanta, since the message you send management will reflect back on us, and other divisions, at our contract time.

If you can overcome the company propaganda, and its attempts to divide you through fear tactics, you will lead the way for our new administration in

Washington, D.C., to begin the challenge of getting all employees of Kroger a national contract, a stronger union and better conditions across the country.

I would like for this company to stay as profitable as it can, but not at the expense of its employees. There are other ways to cut costs, from eliminating wasteful spending to reducing the inflated salaries of upper management. Stand firm in your beliefs, we support you.

**Yours in Solidarity,
Kenneth Hilbish
Local 528 steward, Atlanta**

Judge Denies Kroger Pension Credits

Union Officials' Verbal Promises Not Enforceable

A federal judge has ruled that Kroger Teamsters are not due full contributory credit for pre-1971 years, in spite of union officials' promises.

When Kroger Teamsters voted in 1971 to switch into the Central States Pension Fund, they were told by Teamster officials that their pre-1971 years with the company would always be counted toward the highest benefits from Central States. Later, the fund invented contributory credit, which was required for the highest benefits and which it denied to Kroger members for their pre-1971 years.

The judge ruled that the verbal

promises made by officials in 1971 are not binding, and that it was reasonable for the fund to deny contributory credit to Kroger Teamsters while offering it to workers at other companies the Teamsters were trying to organize.

Dave Spencer, a Kroger driver from St. Louis who organized hundreds of Kroger Teamsters to contribute to the lawsuit, said he and other plaintiffs do not plan an appeal. "It's not fair, but it's the ruling," said Spencer. "We don't see this as a loss. The fund can still correct this injustice to long-time Teamsters."

LOCAL UNION NEWS

A Few Dinosaurs Still Roam the Earth

David Bowden
Local 480, UPS
Nashville

As January comes to an end and the cold and cloudy skies of winter descend on much of the country, the season's icy grip has little effect upon many within the Teamsters union. This is especially true for the majority of Teamsters who belong to Nashville's Local 480. These members, along with others around the country, are basking in the warmth of a new day, a new season, a new Teamsters union.

These Teamsters have a right to be happy and smile and congratulate

themselves, because they have just pulled through the most tumultuous election of Nashville-area labor politics. And while the old guard is now saying, "Let's put the election behind us and move on," I and others in our local will reflect on, and savor, the election of the Ron Carey Slate for a long time.

We not only survived the harshness of the election storm, but were also strengthened much like steel is strengthened by fire. Our political ideals, our working-class hopes and ambitions, are now obtainable under the leadership of Ron Carey.

Our local, while not unique, is a

microcosm of the old Teamsters union. Luther Watson, president of Local 480, whose election has been ruled invalid by the Department of Labor, is truly representative of the old guard.

While dinosaurs became extinct millions of years ago, Nashville Teamsters can take dubious credit for having at least one example (maybe more) still roaming around. Despite charges filed against him by the government, despite the tainted process by which he retained his local presidency, Luther's fossilized mentality continues to haunt Local 480.

Fortunately, as a result of the court-supervised elections for delegates and International officers, new alliances have been formed, and democratic values promoted within Local 480. These bonds will not be broken, and supporters of the Ron Carey Slate will carry their banners into the next local election. We are united and with purpose. Our steel has been tested!

There are two predominant areas where dinosaur fossils reside—the La Brea tar pits of Southern California, and the Smithsonian Museum of Natural History in Washington, D.C. Maybe Watson, Billy Cullen, Claude Leyhew, Homer Butler and other fossilized think-alikes in Local 480 should go visit the resting places of their prehistoric ancestors and think about the future.

We will be gracious winners if they will be gracious losers. Just bag up your million-dollar pensions and go find yourself a nice warm and cozy museum. Otherwise, come the fall local elections, it will be open dinosaur season and it's off to the tar pits with you!



Pat McIntosh
Local 743, University of Chicago
Chicago

All those people who did not vote must be reached if we are to achieve our goal of a democratic and reformed Teamsters union. Democracy can be attained only through empowerment of the members, and empowerment is possible only through informing, educating and participating. Increasing the ranks of TDU is as vital now as it ever has been.

Local 496 Membership Ousts Hackett From Trusteeship

Glenn Kulbako
Local 496, Boston

In the last 40 months after taking the membership of our cab drivers' local into trusteeship, lame duck International VP Frank Hackett has desperately clung to his position as trustee—despite an agreement to leave last year. Now as *Convoy Dispatch* goes to press, Hackett is reportedly being removed by Billy McCarthy after stonewalling his departure and our members' desire to merge with Local 504.

Appointed in 1988 to remedy the local's "failure to police collective bargaining agreements" (president James Watchmaker had reportedly fallen ill), Hackett did just the opposite by allowing a hostile corporation to use independent contractors. By 1989 the local had lost over half our membership.

Key opportunities to push back management were fumbled. Members' phone calls were never returned, meetings were rarely held, and

grievances ignored. Requests for inspections of the local's finances were refused, even after I was denied funds to attend the 1991 IBT Convention as an elected Carey delegate.

When members of Local 496 petitioned for a special meeting, Hackett gave in two months later and promised to make an expeditious recommendation if the members voted to merge with a local of their preference. When we chose Local 504, the process came to an abrupt halt.

While Hackett leaves a legacy of approximately 100 bruised and angry members, better days are ahead. In addition to our own rank and file victory, the ground at Joint Council 10 is beginning to shift dramatically. Where in the past only TDUs opposed the executive board of JC 10, other delegates are now forcefully speaking out for democracy and against the questionable methods of the remaining old guard.

It's time to rebuild a strong foundation for the membership in Boston.

DeBoer, '34 Strike Leader Dies

Randy Furst
TDU spouse
Minneapolis

Harry DeBoer, 86, a key leader in the 1934 Minneapolis truck drivers' strike that put the Teamsters union on the map, died Jan. 1 in Minneapolis after a long illness.

DeBoer had been a strong advocate of Teamster reform and a supporter of TDU. He spoke at several TDU meetings around the country.

A memorial meeting to celebrate DeBoer's contributions to the labor movement will be held on Feb. 16 at Teamster Local 120, sponsored by Friends of Harry DeBoer.

DeBoer was credited by historians with developing the roving picket squad during the 1934 strike, which was used effectively to stop the movement of non-union trucks. He was the picket captain on what became known as "Bloody Friday," July 20, 1934, when Minneapolis police opened fire without warning on unarmed strikers,

wounding 60 and killing two more.

DeBoer was shot in the leg and badly wounded. He was hospitalized for four months. After the strike he was elected to the executive board of Teamster Local 574.

The '34 strike spurred massive interest in the Teamsters union, both in Minneapolis and throughout the central states region. DeBoer became a full-time organizer for the Teamsters and played a key role in organizing throughout the 1930s.

DeBoer was appalled by the corrupt elements that seized control of the Teamsters. He spoke frequently in favor of the need to democratize the union and elect new leaders opposed to concessions and committed to rank and file control.

"Never give up on the workers," was Harry's motto, and he repeated it whenever workers he knew might get frustrated by the turn of events.

He was a great labor leader and we will miss him.

Newsire

Henderson Is Back!

After eight months off the job, Boston TDU leader Neal Henderson of Local 25 is back to work, with full back pay and benefits. Henderson was fired last May from the Star Market warehouse on a pretext; he was actually fired for his campaign activity on behalf of the Ron Carey Slate. Henderson was elected a delegate to the IBT Convention in Orlando. In September Election Officer Michael Holland ordered his employer to put him back to work, but they kept him off work all this time in appeals to federal court.

Northwest Flight Attendants to Vote on Unions.

Ron Carey inherited a number of problems when he won the IBT presidency in December. One of the most immediate is a move by the Association of Flight Attendants (AFA) to raid the IBT at Northwest Airlines, where there are 8,500 Teamster flight attendants. The AFA claims 70% signed cards to switch unions.

Before taking office, Ron visited major hubs across the United States and talked to many flight attendants personally to assure them that the new Teamsters union is the place to be, with changes in the airline division to meet their needs. Most of the flight attendants voted for the Carey slate. The union vote will be by mail and is scheduled for February.

Dolphin Hotel Sues Teamsters Union.

The Dolphin Hotel at Disneyworld has sued the IBT for \$782,728 in Orlando, claiming the IBT booked 3,977 rooms that were never used, and not paid for. The International paid the hotel more than \$1 million.

Ligurotis Charged With Murder.

Dan Ligurotis of Chicago on Dec. 27 was indicted on charges of murder in the Aug. 21 shooting of his son, Dan Ligurotis Jr. Ligurotis Jr. was shot in the head at close range in the Chicago Local 705 union hall. Ligurotis Sr., who ran for IBT secretary-treasurer on the Shea-Ligurotis slate, claims the shooting was in self defense.

LETTERS & OPINIONS

Perspective From North Carolina



Calvin Davis
Local 667, retired
Memphis

I've been active in PROD and then TDU just about since the beginning, and my wife, Teresa, has been fighting right along with me. During those 15 years we did our part to help win the Right to Vote and majority rule on our contracts. Here in Memphis, we were among the "instigators" who organized for better pensions in the Central States.

We've seen our struggles over the years pay off. The reform coalition we put together here in Memphis played a major role in electing the Ron Carey slate. After I cast my vote for the slate, I pulled my last trip with Roadway Express on Dec. 22 and retired on Dec. 28. After 35 years of service (over age 65), I'm due to start collecting \$2,500 per month retirement. When we think about the brothers and sisters who retired before the political pressure of the reform movement caused these increases, we realize we didn't win what we wanted, but we won some.

Teresa and I are going to continue to be members of TDU to keep fighting for more for active and retired Teamsters. Our union's on the right road now, but we've still got a long way to go. For one thing, health insurance is a major concern of all workers, the union ones, the unorganized and the retired.

At the last TDU Convention in St. Louis, our Memphis TDU chapter presented my wife and I with a plaque for our years of service. It has a place of honor in our den. When you consider how many Teamsters over the years have risked everything to get the union back into the members' hands, it was an experience beyond words to be recognized for our small part.

We would advise all Teamsters who want to see our union continue to move forward to join TDU today. It's a small investment to make in your future.

Occasionally, Convoy Dispatch reprints opinions from around the union. This article is reprinted from the "Perspective" column of the September-October 1991 issue of the North Carolina Local 391 newsletter.

It is a reasonable assumption to conclude that if one doesn't hold himself in high regard, he cannot expect others to do so. At a Local 391 stewards' seminar a few years ago, a motivational expert declared that as a first order of business, one should feel good about himself.

Perhaps, the reason the American worker has little influence on the national scheme of things over the past several years is that he grossly underestimates his own worth to society.

It might be reasonable to assume that a worker's worth to his own well-being is 'X' percent of his effort and that an equal percent of that worth accrues to society in general. It would be difficult to strike an exact equation of this kind; but few will deny that what American workers have contributed to this country is the stuff which has made the nation so attractive to immigrants from all over the world. Few will deny that American workers have built the structures and provided the services which make living in the United States extremely desirable and the envy of the rest of the world.

Yet, workers seem to take little pride in such a marvelous achievement. "Hell, yes! I'm Joe Six Pack and I'm proud of it!" they should say. Yet American workers are fragmented, hitting the time clock at day's end and going their separate ways.

Few attend their union meetings. Fewer still belong to unions where they can gather together and engage in community chest-beating, claiming bragging rights to making the United States the world's lone remaining superpower. Their contribution is uncontested. It was Abraham Lincoln who said that "before there was capital to invest, there was labor."

On Labor Day weekend, Aug. 31, an estimated 350,000 American workers gathered in Washington, D.C., to articulate their agenda, to protest government policies which ignore basic needs of all Americans and mock a worker's right to strike.

Perhaps, if all American workers had a little more pride in what they contribute to this nation, if they felt good about themselves, such self esteem would translate into those kinds of actions which would positively influence national decisions.

Perhaps, if American workers felt pride in their contributions and held themselves in higher esteem, their agenda for a better America would not have gone begging over the last decade.

Over the past several years, the worker has tumbled from top of the list of admired Americans. It hasn't been his fault. Given the tools of

production, the American worker can build and manufacture with the best Japan and Germany have to offer. They certainly proved that during World War II.

But in recent years, management has sought to make profits in leverage buyouts and financial shenanigans, instead of seeking to invest in production—manufacturing and marketing products. Where once management in this nation sought to create wealth, it seeks now to enhance the profit struc-

ture by manipulation in the money and financial markets, often at the expense of workers' jobs.

When workers gather at day's end to punch time cards, they should be proud; the vast majority gave a quality day's work for a day's pay. If government encouraged investment in production instead of financial chicanery, America could snap out of its malaise. American workers are able to do their part. They should feel extremely good about that.

TDU Meets

Appleton, Wis.

Saturday, March 14
4 p.m.
41 Bowl
Highways 41 & 125, behind Big Boy

Atlanta

Saturday, Feb. 1
Meeting canceled due to installation of IBT officers

Denver

Saturday, Feb. 22
1 p.m.
OCAW Union Hall
6110 Ivy St.
Commerce City, Colo.

East Bay Chapter

Call: (415) 658-7159
Oakland, Calif.

8 Cities/Eastern Pa.

Saturday, Feb. 8
4:30 p.m.
Amber Inn
Route 611
Swiftwater, Pa.

Harrisburg, Pa.

Sunday, Feb. 9
3 p.m.
New Villa Inn
I-83 & Pa. Turnpike exit 18A

Jackson, Miss.

Saturday, Feb. 15
5 p.m.
Super Eight Motel
McDowell Rd. & I-55

Janesville, Wis.

Sunday, March 15
6 p.m.
Theodore's/Janesville Motor Lodge
3900 Milton Ave.

Lincoln, Neb.

Monday, Feb. 10
5 p.m.
Ramada Inn
Municipal Airport Interchange & I-80

Madison, Wis.

Sunday, March 15
3 p.m.
Essenhaus
514 E. Wilson St.

Memphis

Sunday, Feb. 9
4 p.m.
Ramada Inn Airport
1471 E. Brooks Rd.

Meridian, Miss.

Sunday, Feb. 16
1:30 p.m.
Holiday Inn South
U.S. 45 & I-20

Milwaukee

Saturday, March 14
10 a.m.
Security Savings & Loan
76th & Layton
Greenfield, Wis.

New York/New Jersey

Sunday, March 15
Time and place to be announced

Omaha, Neb.

Saturday, Feb. 8
1:30 p.m.
Leisure Lanes Restaurant
49th and L St.

Philadelphia

Sunday, Feb. 9
Noon
Center City Ramada Inn
501 N. 22nd St.
For more information call
(215) 724-1571

Reading, Pa.

Sunday, Feb. 9
10 a.m.
Holiday Inn
Rte. 222 - 5th St. Highway

Sioux City, Iowa

Sunday, Feb. 9
1 p.m.
American Legion Hall
Floyd Blvd. & Central St.
Leeds, Iowa

St. Louis

Sunday, Feb. 9
1 p.m. to 4 p.m.
Holiday Inn
St. Charles Rock Rd. & Hwy. 270
For more information call
(314) 752-1859

Seattle

Saturday, Feb. 29
El Centro de la Raza
2524 16th Ave. S.

Wilkes-Barre, Pa.

Saturday, Feb. 8
10 a.m.
VFW Post 5267
Sans Souci Pkwy.

Be a Part of History —Join TDU

On the weekend of Jan. 11-12, it was my honor to attend a Teamsters for a Democratic Union meeting in Detroit. I have been in TDU for many years and I have fought many fights for rank and file rights, but never in my wildest dreams did I think that I would attend a TDU meeting that included several members of the International Executive Board. Needless to say, it was a happy group of people.

The meeting was called to discuss the future role of TDU in our New Union. (Someone jokingly suggested we change our name to Teamsters for a Dynamic Union.) Those who are hoping that Carey's victory will mean the end of TDU will be disappointed for there is just as much of a need for rank and file involvement as ever.

"Now is the time we should all be asking ourselves, 'What can I do to help my new union?'" said TDU organizer Ken Paff. "How many of us thought they would have a chance to take part in history. Well, the election of Ron Carey did just that."

Ken was referring to every rank and file member who voted for the Carey slate and the impact that election is going to make in the labor movement. No one can deny the importance of TDU in Carey's victory. I am asking each and every one of you to become a part of that movement. TDU members are the lifeblood and the heart of the most powerful union in America. Become a part of that movement and join TDU today.

Jerry Gaimari
Local 404, UPS
Springfield, Mass.

The Next Five Years

The rank and file have spoken and did they ever speak! A landslide victory for a slate of dedicated Teamsters who believe the members of this union take priority over out-of-touch millionaires. A slate that believes in good contracts, enforcement of existing contracts and organizing those workers out there who are hungry for an honest union to bring pride and self respect to their work place.

It's been a tough race that required hard work from good Teamsters who would not give up on the idea of reforming this union, and for a short time it feels good to relax and bask in the sunshine of victory. We deserve it.

This is also the time we need to look ahead and be a part of the plans for the future, because now the doors of communication are open, and when we speak we will be heard.

It will be the responsibility of the rank and file to continue to voice their support for the changes that our new leaders intend to make. Although the old guard is out, they still remain a part of many locals around the country, in some cases in charge of locals. It remains to be

seen if they intend to throw their support and cooperation behind our new leadership, or attempt to sabotage efforts made at reform.

The time to let these people know that support for the new administration is required by the membership is now! Get them started in the right direction by demanding actions of support and not just the superficial lip movement we've been used to hearing in the past.

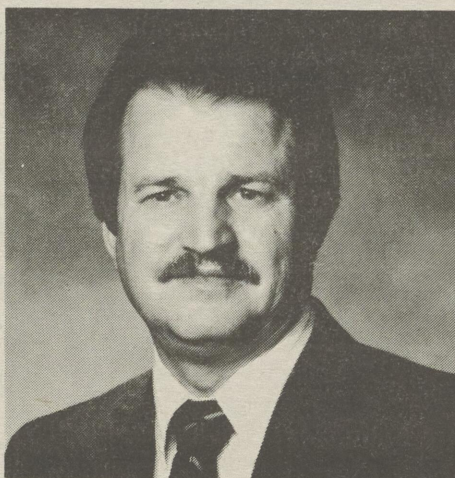
As is true in any labor movement, there is strength in numbers. We have proven to the old guard that our numbers are greater than they ever imagined. It's not just the dock worker or truck driver that everyone used to whisper, "He's one of those TDU reformers." It's the majority of Teamsters who believe this union is worth saving. Yes, TDU played a major role in the campaign for the Carey slate. Our members worked long, hard hours to get the message out to the rank and file, and for this we all owe a debt of gratitude to a group of some of the best Teamsters in our union. But let's not forget every reformer that cast a vote in this election, because every vote for the Carey slate was a vote for reform. Continue to stand up before your local officers and BAs with a message of support for our new leadership and we will make the new Teamsters union the best and strongest in the world.

Gerald T. Gieg
Local 327, CCI
Nashville, Tenn.

Congratulations From Auto Worker

Just a congratulatory note from your friends at UAW Local 599. One hell of a job! Now the real cleanup can start. Again, congratulations and keep it up.

Larry Hodges
Co-chair Reuther Slate
New Directions Movement
UAW Local 599, Flint, Mich.



Charlie Teas, Local 413, Columbus Proud of Columbus Local 413 Members

I'm very proud of our members in Local 413 for supporting Ron Carey in the IBT election. Of those who voted (48% in our local) 82% supported the Ron Carey Slate.

I hear old guard officers criticizing the membership for the low voter turnout (29% nationally). My

response to them is that they should not blame the members. The membership participates where leadership inspires their involvement. Some leaders failed miserably in this regard. A case in point is the largest local in the IBT, which had only 10% participation.

The members are not to blame. They only follow leadership which inspires their involvement. It's clear in this election who inspired them.

Charlie Teas
Local 413, UPS
Columbus, Ohio

Proud to Be TDU

I'm proud to be a member of TDU. Its publications to the membership have allowed me to learn much I did not know about our union. I think every Teamster should be a part of this movement. Thanks, TDU.

David Long
Local 245, Associated Grocers
Ozark, Mo.

Never Thought This Possible

Congratulations, and thank you for your efforts and success as we witness a significant historical event unfold.

In my 32 years as a Teamster, I would have never thought this possible.

Bob Violette
Local 42, UPS
Peabody, Mass.

You are the Pulse Of Government

In early March, local governments across the country sponsor precinct caucuses. Your participation is the best way that the voice of labor can be heard throughout the political

process.

Consider what just happened in the Teamster election. Concerned people banded together in our newly mandated democratic election procedure with a common goal to bring about positive changes as outlined in the Carey campaign platform. We proved that apathy only applies to those who are uninformed or choose not to participate.

Your precinct caucuses take about three hours on a week night (night-shift workers are automatically excused) and about four hours on a Saturday at a district convention for precinct delegates. Not only will you hear from people aspiring to be your senator, representative and president, but they will be calling you to ask your opinions on certain issues. That's your chance to press them for their position on workers' right to strike, health care and other important issues facing organized labor.

It's easy, it doesn't cost anything but a little time, and the result of your participation shows the politicians that organized labor is not a special interest group, but rather a considerable force to have as an ally. Caucusing at the precinct level is the grass-roots cornerstone on which the government is built. I encourage everyone to take your spouse and stand up and be counted.

Jim Pegelow
Local 638, UPS
Minneapolis

Keep It Up

Thank you for your long fight to get a democratic and honest International union. Continue to expose those local unions where gangsters continue to pilfer our treasuries.

Arthur (Sam) Stevens
Local 211, Pittsburgh Press
Pittsburgh, Pa.

OFF THE CLOCK



Brothers and Sisters,

The new General Executive Board cannot change this union alone. Now more than ever, it is essential for the Teamster rank and file to be organized, educated and active. And Teamsters for a Democratic Union is the organization that can help do the job.

Diana Kilmury
Diana Kilmury
International VP at Large
TDU Co-Chair

**Join with those who
are in the forefront
of making history.**

JOIN TDU

TDU set goals to win the Right to Vote, majority rule on contracts and a new International leadership committed to reform. And we won!

There is still much to do. We need to finish the job of making the Teamsters union the strong, democratic union it can be, at the local level as well as the International.

You can be part of making it happen. We got this far because we know that only an active rank and file, educated and united, can do the job. Join us today.

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

TDU membership is kept confidential from employers and union officials.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.